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## The Effect of Work Ability and Work Motivation on the Performance of the State Civil Apparatus at Regional Inspectorates Sidrap District

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**Abstract:** This study aims to determine whether the ability and work motivation affect the performance of the State Civil Apparatus at the Regional Inspectorate of Sidrap Regency. The data collection techniques in this study were observation and questionnaires. The results showed that from the results of statistical data analysis and the results of  $F_{table}$  where,  $F_{count} (354.925) > F_{table} (3.17)$  and a significance value of  $0.000 < 0.05$ , this proves that together or simultaneously there is a significant effect of ability and work motivation. While the results of the t test or partial, the test results obtained the t value for the  $X_1$  variable (workability) obtained the Sig value of  $0.000 < 0.05$  and the  $t_{count} (8.041) > t_{table}$  value (2.00665) indicates that  $H_0$  is rejected and  $H_a$  is accepted means that there is a partially significant effect between work ability ( $X_1$ ) on performance (Y). Variable  $X_2$  (work motivation) obtained Sig value  $0.000 < 0.05$  and  $t_{count}$  value (6.235)  $> t_{table}$  value (2.00665) indicates that  $H_0$  is rejected and  $H_a$  is accepted meaning that there is a significant influence between work motivation ( $X_2$ ) on performance (Y). the value of R Square is 0.932 which indicates that ability ( $X_1$ ) and motivation ( $X_2$ ) simultaneously affect the performance (Y) of the State Civil Apparatus at the Regional Inspectorate of Sidrap Regency by 0.932 or (93.2%).

Keywords: Ability, Performance, Work Motivation

### 1. Introduction

The abundance of human resources that exist today requires careful thinking, namely how to utilize human resources optimally. Human resources that exist today do not guarantee the ability of these resources to be high, thus requiring agencies to be observant to see human resources that have the performance they expect.

The implementation of duties and work is an obligation for members in an organization, both in government and non-government organizations. In carrying out these duties and obligations there is a common goal, namely expecting a good and satisfactory result in accordance with what has been determined previously. To get a good work result in accordance with the objectives, then every organization has a rule that is set forth in the form of a policy. This policy is made with the intention that each component of the organization carries out its duties in accordance with the objectives set.

The State Civil Apparatus, which is the spearhead of service delivery in government, should be highly considered and managed professionally, so as to be able to make a positive contribution to society and the progress of the government through improved performance.

Performance is the result given by a person in carrying out the duties and responsibilities assigned to him. Any expectations about how individuals behave, will show their role in an organization. Individual performance is the foundation of organizational

performance. An important factor in the success of an organization is the existence of two employees who are capable and skilled and have high morale, so that a satisfactory work result can be expected. In fact, not all employees have the ability and skills and work spirit in accordance with the expectations of the organization. An employee who has the ability in accordance with the expectations of the organization, sometimes does not have high morale so that his performance is not as expected.

Employee performance is a benchmark for organizations to assess capabilities, productivity and provide useful information for matters relating to employees. Performance is the result of work compared to predetermined standards. Performance plays an important role for increasing progress or changes for the better for achieving goals. The success or failure of carrying out individual tasks in an organization is determined by the performance achieved during a certain period of time.

The challenge of human resources in the era of globalization is faced with increasingly complex problems and increasingly fierce competition in various fields of people's lives, including the work ability factor, thus demanding qualified and professional employees.

Ability is a trait that is innate/learned that allows a person to complete his task. Ability shows the potential of people to carry out tasks / jobs. The ability of employees to carry out their duties is a manifestation of the knowledge and skills possessed. Ability consists of intellectual ability and physical ability. Intellectual ability is the ability needed to carry out mental activities, while physical ability is the ability needed to perform tasks that require stamina, dexterity, strength and skill.

The Regional Inspectorate of Sidrap Regency as an important element in creating a clean and free government from Corruption, Collusion and Nepotism (CCN), through intensive supervision. The success of the supervisory task is largely determined by the performance of the supervisory apparatus which in turn becomes the performance of the organization. Employees as members of the organization, are the main movers of the organization and determine the steps in achieving its goals. Thus, employee performance, depending on his motivation in carrying out the task. Therefore, all employees also influence the performance of the organization in creating a clean government and free of corruption. In the context of realizing efficient and effective local government administration through professional supervision, of course, professional employees are needed. Professional Sidrap Regency Inspectorate employees, among others, have the ability and high work motivation. Education, experience and high work ability are meaningless, if work motivation is low. And vice versa, low work motivation is meaningless, even though someone has high education, experience and work ability. Thus, the organizational performance of the Regional Inspectorate of Sidrap Regency is largely determined by the work motivation of its employees.

Decentralization gives broad freedom to regions to manage and manage their own households. This freedom has consequences for abuse. In the implementation of a free government, there is a tendency for acts of abuse of authority, where government officials can act freely in accordance with their policies. In that context, the performance of the Regional Inspectorate, in carrying out its supervisory function, is guaranteed. That is, the work motivation of employees in carrying out the supervisory function, greatly determines the work results (performance) of the Regional Inspectorate of Central Sulawesi Province.

Creating a clean and free of CCN Regional Government, through the vision of the Regional Inspectorate of Sidrap Regency, namely: "The Realization of Efficient and Effective Regional Government Administration through Professional Supervision". Professional supervision can be realized by professional officers. Professional apparatus, can be realized

through high work motivation and supported by adequate levels of education, experience and abilities.

The phenomenon that appears to be on the contrary, the motivation of employees of the Regional Inspectorate of Sidrap Regency, is considered to be still low. It can be seen from the observations made by researchers that:

1. There is a tendency to be lazy to enter the office,
2. Some employees are not in place during working hours,
3. Entering and leaving the office does not match working hours, and
4. Likes to procrastinate.

Observations so far, the low motivation of employees is due to the inadequate fulfillment of basic needs such as physiological needs (clothing and food, physical protection (housing), and basic human needs), which illustrates the low level of welfare. Likewise, security needs, social needs, esteem needs and self-actualization needs have not been maximized, which in turn lowers morale. Such conditions cause low performance in terms of quality and quantity of work, punctuality of work that is not in accordance with the provisions, ineffective use of organizational facilities, low levels of independence and work commitment.

Based on the description of the problem above, it is suspected that the influence of the performance of the state civil apparatus is caused by the ability and work motivation, therefore the authors are interested in conducting research, thus taking the title "The Influence of Work Ability and Work Motivation on the Performance of the State Civil Apparatus at the Regional Inspectorate of Sidrap Regency.

## **2. Literature Review**

### **2.1. Ability**

According to Thoha (2007: 82) ability is one of the elements in maturity related to knowledge or skills that can be obtained from education, training and an experience. Robbins (2005: 69) states that ability is an individual's capacity to do various tasks in a job.

According to the theory of Blanchard and Hersey in the quote of Kristen et al, (2013: 121) work ability is a condition that exists in workers who are truly efficient and effective in working according to their field of work.

Robins (2005: 9) defines that ability is an individual's capacity to do various tasks in a job. Where the individual's ability is essentially composed of two factors, namely: intellectual ability and physical ability.

1. Intellectual ability is the ability needed to carry out mental activities. Mental/intellectual ability is the ability needed to do mental activities, such as thinking, analyzing and understanding. There are 7 (seven) dimensions that make up a person's intellectual abilities, namely numeracy skills, verbal understanding, perceptual speed, inductive reasoning, deductive reasoning, spatial visualization and memory. The test of all these dimensions will be the right predictor to assess the overall performance of employees. Good intellectual abilities possessed by employees are expected to improve organizational performance. Thus, high intellectual abilities will also indirectly affect the progress of the organization.
2. Physical ability is the ability needed to perform tasks that require stamina, dexterity, strength and skill. Physical ability is the ability needed to perform tasks that require stamina, dexterity, strength and other physical skills. This physical ability is adjusted to the type of work being carried out.

According to Davis quoted by Mangkunegara (2005: 45), the factors that influence the ability are the knowledge factor and the skill factor.

1. Knowledge, namely information that has been processed and organized to gain understanding, learning and accumulated experience so that it can be applied to the work of the employee himself.
2. Skill is the ability of employees to complete work effectively and efficiently in certain work execution techniques related to individual tasks in an organization.

## *2.2. Types of Abilities*

According to Moenir (2008:73) the types of abilities are:

1. Technical Skills are knowledge and mastery of activities related to processes and procedures related to work and work tools. technical ability is meant by an employee in his company must be able to master the existing or assigned work methods. This means that an employee who has technical capabilities which include work procedures, work methods and existing tools as has been assessed can increase employee work productivity so that it is more leverage.
2. The ability to be human (Human Skill) Is the ability to work in a group atmosphere where the organization feels safe and free to raise problems. The ability to be human is the ability possessed by employees at work, it can be a work group or work team, namely working together with fellow work members. This is very important because the ability to communicate can issue good ideas, opinions even in accepting opinions and suggestions from others can be a success factor in carrying out a good task. So the ability possessed by employees in working with work groups or work teams in a company as described above is important to achieve maximum work productivity.
3. Conceptual ability (Conceptual Skill) Is the ability to see a rough picture to recognize the important elements in the situation of understanding among the elements. conceptual ability is the ability for an employee if he is a (decision maker) or decision maker in analyzing and formulating the tasks he carries out. With this ability, the work can run well because it can choose which work priorities should take precedence.

## *2.3. Workability Indicator*

In the research of Raharjo, Paramita & Warso (2016: 43) indicators of work ability include the following:

1. Knowledge (knowledge)  
Knowledge is the foundation that will build skills and abilities. Organized knowledge of information, facts, principles or procedures that, when applied, result in an adequate performance of the job.
2. Training is a short-term educational process that uses systematic and organized procedures so that non-managerial workers learn technical knowledge and skills for specific purposes.
3. Experience (experience) The level of mastery of one's knowledge and skills in a job that can be measured from years of service and the level of knowledge and skills possessed.
4. Skills A person's ability to master work, master tools and use machines without difficulty.
5. Ability to work Conditions where an employee feels able to complete the work given.

## *2.4. Work motivation*

According to George and Jones (2005:175), motivation is a psychological force within a person that determines the direction of a person's behavior in an organization that causes movement, direction, and effort, and persistence in the face of obstacles to achieve a goal.



According to Masrukhin and Waridin, (2004:88) Motivation is a psychological factor that shows an individual's interest in work, a sense of satisfaction and responsibility for the activities or work carried out.

According to Mathis (2001:81) Motivation is a desire within a person that causes that person to take action. Armstrong (1994:136) Motivation is something that makes to act or behave in certain ways. According to Rivai (2004:112), motivation is a series of attitudes and values that influence individuals to achieve specific things according to individual goals.

According to Robbins (2005:149) Motivation is the willingness to make a high-level effort to achieve organizational goals conditioned by the ability of the effort to satisfy the needs of a number of individuals.

From some of the opinions that already exist, it can be concluded that motivation is an impulse that comes from within a person caused by other people and himself to achieve goals like other people and even exceed.

### *2.5. Types of Motivation*

According to Malayu S.P Hasibuan, there are two types of motivation, namely positive motivation and negative motivation.

#### *1. Positive Motivation (Positive Intensive)*

Positive motivation means that managers motivate (stimulate) subordinates by giving prizes to those who excel. With positive motivation, the morale of subordinate employees will increase because people generally like to accept what is fine.

#### *2. Negative Motivation (Negative Intensive)*

Negative motivation means that managers motivate subordinates by the standard they will get punished. With this negative motivation, the morale of subordinates in the short term will increase because they are afraid of being punished.

In practice, the two types of motivation above are often used by a company. Its use must be appropriate and balanced in order to increase employee morale. Positive motivation is effective for the long term while negative motivation is effective for the short term.

### *2.6. Performance*

The definition of performance, performance comes from the word performance. There is also a definition of performance as the result of work or work performance. But actually performance has a broader meaning, not only the results of work, but including how the work process takes place.

There are several views of experts about the notion of performance management. Armstrong (2004:29) states that performance management, as a means to get better results from organizations, teams, and individuals by understanding and managing performance within a framework of goals, standards, and attribute requirements used. Armstrong and Baron (1998:7) previously argued that performance management is a strategic and integrated approach to deliver sustainable success to the organization.

Meanwhile, Schwartz in the Work Management book cited by Wibowo (2013: 9) states that performance management is a management style which is basically open communication between managers and employees regarding goal setting, providing feedback from managers to employees and vice versa. Similarly, performance management is only one management style.

Taking into account the above statement, it can be formulated that performance management is a management style in managing performance-oriented resources that carries

out an open and sustainable communication process by creating a shared vision and a strategic and integrated approach as a driving force to achieve organizational goals.

### *2.7. Factors Affecting Performance*

Gibson, Ivancevich and Donnely in Arif Ramdhani (2011:22), suggest that there are three groups of variables as factors that affect the performance and potential of individuals in an organization, the factors are;

1. Individual variables, including;
  - a. Abilities and skills (physical),
  - b. Background (family, social level, and experience),
  - c. Demographics (age, origin, gender).
2. Organizational variables, including;
  - a. Resource,
  - b. Leadership,
  - c. rewards,
  - d. Structure, and
  - e. Job design.
3. Psychological variables include;
  - a. Mental/ Intellectual,
  - b. Perception,
  - c. Attitude,
  - d. Personality,
  - e. Study, and
  - f. Motivation.

### *2.8. Performance Indicator*

According to Keban (2004:109) it is important to measure employee performance by public service agencies. By knowing the weaknesses and strengths, obstacles and incentives, or various success factors for the performance of employees and institutions, the way to professionalization is opened, namely correcting mistakes made so far.

In Muhammad Fadel (2009: 195) there are various theories regarding employee performance indicators. One of the indicators of employee performance, Fadel suggests several indicators used to measure employee performance, namely:

1. Understanding of the main tasks and functions, in carrying out the main tasks and functions, subordinates must first understand the main tasks and functions of each and carry out the tasks according to what is their responsibility.
2. Innovation, having positive innovation and conveying it to superiors and discussing it with colleagues about work.
3. Speed of work, in carrying out the task the speed of work must be considered by using the following work methods.
4. Accuracy of work, not only fast, but in completing tasks employees must also be disciplined in doing tasks carefully at work and re-checking
5. Cooperation, the ability to cooperate with other colleagues such as being able to accept and respect the opinions of others.

## **3. Methodology**

This research uses quantitative descriptive research. As for the technical data analysis in this study was using multiple linear regression analysis (Hardin, 2021: 49). Descriptive analysis is

an analysis used to describe and facilitate storage. The instrument used in this analysis is a table. To produce research information that is more rational and objective, the data collected is analyzed using analytical techniques with the help of a frequency table using a Likers scale to obtain data on the weight of answers given by respondents. While Multiple Regression Analysis is basically a study of the dependence of the dependent variable (bound) with one or more independent variables (independent variables).

The types of data used in this writing are:

- a. Qualitative data, namely data obtained from the company in the form of written data, such as an overview of the company and organizational structure.
- b. Quantitative data, namely data obtained from companies in the form of numbers that can be calculated such as the value of income and other data that can support the discussion.

According to Iqbal Hasan (2014:33), data based on the source is classified into two, as follows:

#### 1. Primary Data

Primary data is data obtained or collected by the person conducting the research or the person concerned who needs it. Primary data is also called original data or new data.

#### 2. Secondary Data

Secondary data is data obtained or collected from existing sources. The data is usually obtained from the library or from reports from previous researchers. Secondary data is also known as available data.

The data used in this study is primary data. Primary data in this study were obtained through questionnaires distributed to respondents.

This study uses a Likert Scale with the highest score in each statement is 5 and the lowest score is 1, with a total of 55 respondents, then:

Highest score:  $55 \times 5 = 275$

Lowest score:  $55 \times 1 = 55$

$$\text{Range} = \frac{\text{Highest Score} - \text{Lowest Score}}{\text{Range Score}}$$

$$\text{Range} = \frac{275 - 55}{5} = 44$$

So the range for the research results is 44, with a range of scores as follows:

55 – 99 = Strongly Disagree (SD)

100 - 143 = Disagree (Di)

144 - 187 = Doubtful (Do)

188 - 231 = Agree (A)

232 - 275 = Strongly Agree (SA)

## 4. Results and Discussion

### 4.1. Validity and Reliability Test Analysis

Data analysis using 2 (two) tests, namely instrument test (validity and reliability test) and using SPSS version 23 (Hardin, LM Mustari, WODDP Sari, 2019: 16). Based on the results of research data management the influence of work ability, and work motivation on the performance of the State Civil Apparatus at the Regional Inspectorate of Sidrap Regency, it can be seen from the results of the following analysis test:

- a. Analysis of Validity and Reliability Tests on Workability



Table 1. Work Ability Validity Test (Correlations)

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	TOTAL
Pearson Correlation	1	,829**	,492**	,519**	,584**	,798**	,882**
X1.1 Sig. (2-tailed)		,000	,000	,000	,000	,000	,000
N	55	55	55	55	55	55	55
Pearson Correlation	,829**	1	,568**	,480**	,644**	,791**	,910**
X1.2 Sig. (2-tailed)	,000		,000	,000	,000	,000	,000
N	55	55	55	55	55	55	55
Pearson Correlation	,492**	,568**	1	,819**	,281**	,552**	,701**
X1.3 Sig. (2-tailed)	,000	,000		,000	,038	,000	,000
N	55	55	55	55	55	55	55
Pearson Correlation	,519**	,480**	,819**	1	,237	,606**	,678**
X1.4 Sig. (2-tailed)	,000	,000	,000		,081	,000	,000
N	55	55	55	55	55	55	55
Pearson Correlation	,584**	,644**	,281**	,237	1	,747**	,756**
X1.5 Sig. (2-tailed)	,000	,000	,038	,081		,000	,000
N	55	55	55	55	55	55	55
Pearson Correlation	,798**	,791**	,552**	,606**	,747**	1	,933**
X1.6 Sig. (2-tailed)	,000	,000	,000	,000	,000		,000
N	55	55	55	55	55	55	55
Pearson Correlation	,882**	,910**	,701**	,678**	,756**	,933**	1
TOTAL Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
N	55	55	55	55	55	55	55

\*\*, Correlation is significant at the 0.01 level (2-tailed).

\*, Correlation is significant at the 0.05 level (2-tailed).

Source: Primary Data (Questionnaire), processed 2020

After collecting questionnaire data from 6 statements related to the workability of the respondents, then a validity test was carried out on the data obtained, where this validity test was used to measure the validity or validity of a questionnaire. This validity test can be done by comparing the calculated r value and r table, The decision making of this validity test if:

r count > r table is declared valid or

r count < r table is declared invalid

To find out the r count, it can be seen from each total Pearson correlation of each statement in the table above after using SPSS Version 25 data (static package for social science). Knowing the value of r table using the distribution of r table with a significant level of 5%.

a. r table = n : 55 (Sig 5%)

b. significance = 5%

c. r table = 55 : 5%

d. r table = 0.2201

From the results of the table above, it shows that the total Pearson correlation of each statement related to work ability has a value above 0.2201 so that the results can be said to be valid from each item of the instrument.

Table 2. Workability Reliability Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.893	6

Source: Primary Data (Questionnaire), Processed 2020

While the reliability test on each variable statement is used to determine the consistency of the measuring instrument, whether the measuring instrument is reliable for further use, this reliability test can be done by comparing the Cronbach's alpha value  $> 0.50$ .

The decision making of this reliability test if.

a. Cronbach alpha  $> 0.50$  = stated based on reliable or consistent

b. Cronbach alpha  $< 0.50$  = declared unreliable or inconsistent

Based on the table of reliability test results, the X1 variable above has a Cronbach's alpha value of 0.893, meaning that the value is greater than the value of 0.50 based on the above provisions, the X1 variable in this study is said to be reliable or consistent.

b. Analysis of Validity and Reliability Tests on Work Motivation Variables

The following are the results of the validity test of the work motivation variable through the statement items contained in the research questionnaire and are presented in the following table:

Table 3. Work Motivation Validity Test (Correlations)

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	TOTAL
Pearson Correlation	1	,735**	,369**	,132	,819**	,875**	,902**
X2.1 Sig. (2-tailed)		,000	,006	,339	,000	,000	,000
N	55	55	55	55	55	55	55
Pearson Correlation	,735**	1	,540**	,414**	,897**	,755**	,903**
X2.2 Sig. (2-tailed)	,000		,000	,002	,000	,000	,000
N	55	55	55	55	55	55	55
Pearson Correlation	,369**	,540**	1	,356**	,450**	,616**	,644**
X2.3 Sig. (2-tailed)	,006	,000		,008	,001	,000	,000
N	55	55	55	55	55	55	55
Pearson Correlation	,132	,414**	,356**	1	,161	,242	,328*
X2.4 Sig. (2-tailed)	,339	,002	,008		,242	,075	,015
N	55	55	55	55	55	55	55
Pearson Correlation	,819**	,897**	,450**	,161	1	,786**	,908**
X2.5 Sig. (2-tailed)	,000	,000	,001	,242		,000	,000
N	55	55	55	55	55	55	55
Pearson Correlation	,875**	,755**	,616**	,242	,786**	1	,949**
X2.6 Sig. (2-tailed)	,000	,000	,000	,075	,000		,000
N	55	55	55	55	55	55	55
Pearson Correlation	,902**	,903**	,644**	,328*	,908**	,949**	1
TOTAL Sig. (2-tailed)	,000	,000	,000	,015	,000	,000	
N	55	55	55	55	55	55	55

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

Source: Primary Data (Questionnaire), processed 2020

After collecting questionnaire data from 6 statements related to work motivation from respondents, then a validity test was carried out on the data obtained, where this validity test was used to measure the validity or validity of a questionnaire. This validity test can be done by comparing the calculated r value and r table, The decision making of this validity test if:

r count  $>$  r table is declared valid or

r count  $<$  r table is declared invalid

To find out the r count, it can be seen from each total Pearson correlation of each statement in the table above after using SPSS Version 25 data (static package for social science). Knowing the value of r table using the distribution of r table with a significant level of 5%.

a. r table = n : 55 (Sig 5%)

b. significance = 5%

c. r table = 55 : 5%

d. r table = 0.2201

From the results of the table above, it shows that the total Pearson correlation of each statement related to work motivation has a value above 0.2201 so that the results can be said to be valid from each item of the instrument.

Table 4. Work Motivation Reality Test

Reliability Statistics	
Cronbach's Alpha	N of Items
.874	6

Source: Primary Data (Questionnaire), Processed 2020

While the reliability test on each variable statement is used to determine the consistency of the measuring instrument, whether the measuring instrument is reliable for further use, this reliability test can be done by comparing the cronbah alpha value  $> 0.50$ . The decision making of this reliability test if.

a. Cronbach alpha  $> 0.50$  = declared reliable or consistent

b. Cronbach alpha  $< 0.50$  = declared unreliable or inconsistent

Based on the table of reliability test results, the X2 variable above has a Cronbach's alpha value of 0.874, meaning that the value is greater than the value of 0.50 based on the above provisions, the X2 variable in this study is said to be reliable or consistent.

c. Analysis of Validity and Reliability Tests on Performance Variables

The following are the results of the validity test of the performance variable of the State Civil Apparatus through the statement items contained in the research questionnaire and presented in the following table:

Table 5. ASN Performance Validity Test (Correlations)

	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	TOTAL
Pearson Correlation	1	,716**	,468**	,450**	,323*	,454**	,783**
Y.1 Sig. (2-tailed)		,000	,000	,001	,016	,000	,000
N	55	55	55	55	55	55	55
Pearson Correlation	,716**	1	,654**	,454**	,451**	,325*	,803**
Y.2 Sig. (2-tailed)	,000		,000	,000	,001	,015	,000
N	55	55	55	55	55	55	55
Pearson Correlation	,468**	,654**	1	,533**	,690**	,212	,758**
Y.3 Sig. (2-tailed)	,000	,000		,000	,000	,119	,000
N	55	55	55	55	55	55	55
Pearson Correlation	,450**	,454**	,533**	1	,613**	,654**	,825**
Y.4 Sig. (2-tailed)	,001	,000	,000		,000	,000	,000
N	55	55	55	55	55	55	55
Pearson Correlation	,323*	,451**	,690**	,613**	1	,147	,679**
Y.5 Sig. (2-tailed)	,016	,001	,000	,000		,285	,000
N	55	55	55	55	55	55	55
Pearson Correlation	,454**	,325*	,212	,654**	,147	1	,646**
Y.6 Sig. (2-tailed)	,000	,015	,119	,000	,285		,000
N	55	55	55	55	55	55	55
Pearson Correlation	,783**	,803**	,758**	,825**	,679**	,646**	1
TOTAL Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	
N	55	55	55	55	55	55	55

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

Source: Primary Data (Questionnaire), Processed 2020

After collecting questionnaire data from 6 statements related to the performance of the respondents, then a validity test is carried out on the data obtained, where this validity test is used to measure the validity or validity of a questionnaire. This validity test can be done by comparing the calculated  $r$  value and  $r$  table, The decision making of this validity test if:

$r$  count  $>$   $r$  table is declared valid or

$r$  count  $<$   $r$  table is declared invalid

To find out the  $r$  count, it can be seen from each total Pearson correlation of each statement in the table above after using SPSS Version 25 data (static package for social science). Knowing the value of  $r$  table using the distribution of  $r$  table with a significant level of 5%.

a.  $r$  table =  $n : 55$  (Sig 5%)

b. significance = 5%

c.  $r$  table = 55 : 5%

d.  $r$  table = 0.2201

From the results of the table above, it shows that the total Pearson correlation of each statement related to performance has a value above 0.2201 so that the results can be said to be valid from each item of the instrument.

Table 6. Performance Reliability Test of State Civil Apparatus (ASN)

Reliability Statistics	
Cronbach's Alpha	N of Items
.841	6

Source: Primary Data (Questionnaire), Processed 2020

While the reliability test on each variable statement is used to determine the consistency of the measuring instrument, whether the measuring instrument is reliable for further use, this reliability test can be done by comparing the cronbah alpha value  $>$  0.50. The decision making of this reliability test if.

a. Cronbach alpha  $>$  0.50 = declared reliable or consistent

b. Cronbach alpha  $<$  0.50 = declared unreliable or inconsistent

Based on the table of reliability test results, the Y variable above has a Cronbach's alpha value of 0.841, meaning that the value is greater than the value of 0.50 based on the above provisions, the X2 variable in this study is said to be reliable or consistent.

#### 4.2. Multiple Regression Analysis Results

Multiple regression analysis was used to determine the effect of the independent/independent variables on the dependent/bound variable. The results of multiple linear regression analysis can be seen in the following table:

Table 7. Multiple Linear Regression Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,001	,780		8,974	,000
	Ability	,453	,056	,607	8,041	,000
	Motivation	,320	,051	,372	6,235	,000

a. Dependent Variable: Performance (Y)

Source: Primary Data (Questionnaire), Processed 2020

From the results of the multiple linear regression analysis above, it can be seen that the multiple linear regression equation regarding the effect of ability ( $X_1$ ) and motivation ( $X_2$ ) on performance ( $Y$ ), can be written in the following equation:

$$Y = + b_1 X_1 + b_2 X_2$$

$$Y = 7.001 + 0.453 X_1 + 0.320 X_2$$

From the regression equation above, it can be explained as follows:

1. The constant ( $\alpha$ ) of 7.001 means that if the work ability and work motivation are 0, then the performance value is 7.001.
2. The work ability assessment variable has a positive regression coefficient value of 0.453. Positive regression coefficient value indicates that work ability has a positive effect on performance. This illustrates that work ability will increase from performance, meaning that if  $X_1$  increases by 1 unit, then performance increases by 0.453.
3. The work motivation variable has a positive regression coefficient value of 0.320. Positive regression coefficient value indicates that work motivation has a positive effect on performance. This illustrates that work motivation will increase from performance, meaning that if  $X_2$  increases by 1 unit, then performance increases by 0.320.

#### 4.3. F Test (Simultaneous Test)

The F test was conducted to find out the independent variables simultaneously had a significant effect on the dependent variable. The degree of confidence used is 0.05. If the significant value is  $<0.05$ , the independent variable simultaneously has a significant effect on the dependent variable. For the analysis of SPSS 25 output can be seen from the following table:

Table 8. Simultaneous Test Results (F Test) (Anova)

	Model	Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	180,318	2	90,159	354,925	,000 <sup>b</sup>
	Residual	13,209	52	,254		
	Total	193,527	54			

a. Dependent Variable : Performance (Y)

Predictors: (Constant), Ability, Motivation

Source: Primary Data (Questionnaire), Processed 2020

To find out the results of the F Test (Simultaneous Test) it can be written in the following equation:

$$F_{table} = F(k ; n - k)$$

$$= F(2 ; 55 - 2)$$

$$= F(2 ; 53) = 3.17$$

From the equation above, the  $F_{table}$  value of 3.17 is obtained from the distribution of the F value table with a confidence level of 0.05. So the value of Sig (0.000)  $<0.05$  and the value of  $F_{count}$  (354.925)  $>$  the value of  $F_{table}$  (3.17) which means  $H_a$  is accepted or there is a simultaneous significant influence of ability ( $X_1$ ) and motivation ( $X_2$ ) on performance ( $Y$ ).

#### 4.4. T test (Partial Test)

The t-test was conducted to determine whether the independent variables partially had a significant effect or not on the dependent variable. The degree of confidence used is 0.05.

If the significant value is less than 0.05 then the independent variable partially has a significant effect on the dependent variable. For the analysis of SPSS 25 output can be seen from the following table:

Table 9. Partial Test Results (t Test/Coefficients<sup>a</sup>)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,001	,780		8,974	,000
	Kemampuan kerja (X1)	,453	,056	,607	8,041	,000
	Motivasi kerja (X2)	,320	,051	,372	6,235	,000

a. Dependent Variable: Kinerja

b. Dependent Variable: Performance (Y)

From the table above, the tcount value for the X1 variable (ability) is 8.041 with a significant value of 0.000. While the tcount for the X2 (motivation) variable is 6.235 with a significant value of 0.000. To find out the value of ttable in the t-test (Partial Test) it can be written in the following equation:

$$\begin{aligned}
 t_{\text{table}} &= t(\alpha / 2 ; n - k - 1) \\
 &= t(0.05 / 2 ; 55 - 2 - 1) \\
 &= t(0.025 ; 52) = 2.00665
 \end{aligned}$$

The ttable value of 2.00665 is obtained from the distribution of the ttable value with a confidence level of 0.05 then:

1. Variable X<sub>1</sub> (Ability) obtained the value of Sig (0.000) < 0.05 and the value of tcount (8.041) > t<sub>table</sub> value (2.00665) indicates that Ho is rejected and Ha is accepted meaning that there is a partial influence between ability (X<sub>1</sub>) on performance (Y).
2. Variable X<sub>2</sub> (Motivation) obtained the value of Sig (0.000) < 0.05 and the value of tcount (6.235) > t<sub>table</sub> value (2.00665) indicates that Ho is rejected and Ha is accepted meaning that there is a partial influence between Motivation (X<sub>2</sub>) on performance (Y).

#### 4.5. Coefficient of Determination Analysis (R<sup>2</sup>)

The coefficient of determination is used to determine what percentage of the influence of the independent variable on the dependent variable. For the analysis of SPSS 25 output can be seen from the following table:

Table 10. Results of the Coefficient of Determination Analysis (R<sup>2</sup>) Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,965 <sup>a</sup>	,932	,929	,50401

a. Predictors: (Constant), Kemampuan, Motivasi

Based on the table above, the value of R Square is 0.932 which indicates that the ability (X<sub>1</sub>) and motivation (X<sub>2</sub>) simultaneously affect the performance (Y) of the State Civil Apparatus at the Regional Inspectorate of Sidrap Regency by 0.932 or (93.2%), while the rest of 0.068 or (6.8%) is influenced by other factors not examined by researchers.

#### 4.6. Discussion

This study aims to examine the effect of work ability and work motivation on the performance of the State Civil Apparatus at the Regional Inspectorate of Sidrap Regency. Based on the results of the analysis, the discussion of the results of the study is as follows.

##### a. The Influence of Workability on Performance

The results of the study support, where the work ability variable (X<sub>1</sub>) has a partially positive effect on performance. This is shown in the value of the X1 Regression Coefficient of 0.453 which states that every increase in workability of 1 unit will increase performance by 0.453 units. The probability value that is smaller than 5%, i.e. 0.000 < 0.05, indicates that



work ability has a positive effect on performance. Workability helps improve performance by explaining to employees what to do, how they do well and what to do to improve performance if it is below standard. Work ability is one of the determinants of employee performance, when the employee's work ability decreases it will have an impact on decreasing employee performance.

The conclusion from the results of multiple linear analysis, the t-test of this study and the test of previous studies that work ability has an effect on performance. This is based on a theoretical explanation, namely "if the employee or employee has the ability to take formal education, non-formal education, level of work experience, level of desire, it will be able to encourage performance". This is in accordance with the statement that employees are responsive in doing their work. When employees are responsive in doing the work assigned to them, it will have an impact on the performance produced in accordance with the standards so that the influence of work ability on employee performance can be accepted.

b. The Effect of Work Motivation on Performance

The results of the study support, where the work motivation variable ( $X_2$ ) has an effect on performance ( $Y$ ) which is described in the results of the t test (partial test). This is shown in the value of the  $X_2$  Regression Coefficient of 0.320 stating that every increase in workability of 1 unit will increase performance by 0.320. The probability value which is smaller than 5%, which is  $0.000 < 0.05$ , indicates that work motivation has a positive effect on performance. Work motivation in all agencies is very necessary, because work motivation is able to develop work potential. Work motivation is related to the encouragement and enthusiasm of employees to carry out current work. Based on the test results indicate that the motivation of employees given by the leadership is very influential on the performance of the employees of the Inspectorate of Sidenreng Rappang Regency. This greatly affects a person's work and has a major effect on his motivation, so it can be concluded that most of the employees of the Regional Inspectorate Office of Sidenreng Rappang Regency already have work motivation so that it affects very good performance in carrying out their work. Excellent performance can be seen from the high attendance of employees, high work productivity of employees, skills in carrying out tasks and have carried out work with full discipline and can be completed properly and has gone according to plan.

c. Influence of work ability and work motivation on performance

The results of the study support, where the variables of work ability ( $X_1$ ) and work motivation ( $X_2$ ) have a positive effect on performance ( $Y$ ). This is indicated by the value of Sig ( $0.000 < 0.05$ ) and the value of  $F_{\text{count}}$  (354.925)  $>$  the value of  $F_{\text{table}}$  (3.17) which means that  $H_2$  is accepted.

## 5. Conclusion

Based on the results of research data analysis and discussion of the problem of the influence between work ability and work motivation on the performance of the State Civil Apparatus at the Regional Inspectorate of Sidrap Regency, the following conclusions can be drawn: (1). Ability and work motivation simultaneously have a significant effect on performance as indicated by the value of sig ( $0.000 < 0.05$ ) and the value of  $F_{\text{count}}$  (354.925)  $>$  the value of  $F_{\text{table}}$  (3.17) which means  $H_2$  is accepted.; (2). Partially, work ability has an effect on performance as indicated by the value of sig ( $0.000 < 0.05$ ) and the value of  $t_{\text{count}}$  (8.041)  $>$   $t_{\text{table}}$  value (2.00665) indicates that  $H_0$  is rejected and  $H_a$  is accepted. Workability helps improve performance by explaining to employees what to do, how they do well and what to do to improve performance if it is below standard. Work ability is one of the determinants of employee performance, when the employee's work ability decreases it will have an impact on

decreasing employee performance; (3). Partially work motivation has an effect on performance as indicated by the value of sig (0.000) < 0.05 and the value of tcount (6.235) > t<sub>table</sub> value (2.00665) indicating that Ho is rejected and Ha is accepted. Work motivation in all agencies is very necessary, because work motivation is able to develop work potential. Work motivation is related to the encouragement and enthusiasm of employees to carry out current work. Based on the test results indicate that the motivation of employees given by the leadership is very influential on the performance of the employees of the Inspectorate of Sidenreng Rappang Regency. This greatly affects a person's work and has a major effect on his motivation, so it can be concluded that most of the employees of the Regional Inspectorate Office of Sidenreng Rappang Regency already have work motivation so that it affects very good performance in carrying out their work. Excellent performance is seen from the high attendance of employees, high employee work productivity, skills in carrying out tasks and has carried out work with full discipline and can be completed properly and has gone as planned; (4). Work ability (X<sub>1</sub>) and work motivation (X<sub>2</sub>) contributed influence of 0.932 or (93.2%), while the remaining 0.068 or (6.8%) was influenced by other factors not examined by researchers.

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