

# Analysis of the Influence of Work Ability and Work Motivation on Employee Work Performance

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**ABSTRACT:** *The purpose of this study was to examine how work ability and motivation affect employee performance, as well as how work ability and motivation together affect employee performance at the Siluq Ngurai Sub District Head office in Kutai Barat Regency. The Siluq Ngurai District Head Office in the Kutai Barat Regency of East Kalimantan Province Indonesia was the site of this study. Multiple linear regression analysis was the method employed. The study found that work ability has a positive and significant impact on employee performance, while work motivation has a positive but non-significant impact. Additionally, the combination of work ability and motivation has a positive and significant impact on employee performance at the Siluq Ngurai Sub District Office in Kutai Barat Regency. It can be suggested that the local administration, and in particular the Head of Siluq Ngurai Sub District, make sure that workers are constantly inspired by, for instance, offering appropriate rewards and creating a positive work environment. Similarly, by enhancing employee proficiency through training, the government may maximise personnel talents.*

**KEYWORDS -** *Work ability, work motivation, work performance, employees*

## I. INTRODUCTION

If employees receive the best from their employer, namely in the form of work skills, they will also make great successes in the company. Work performance is greatly influenced by work ability. Enabling employees is difficult because work ability varies from person to person. According to the concept of work ability, which is the ability to perform a variety of duties in a profession, each person will have a varied amount of ability inside themselves. Depending on their own preferences, employees may not always make a sincere effort to address issues at work, even if they lack the analytical skills to do so. Ability was a purposefully acquired capacity or talent that enables an individual to carry out a particular job or task successfully. Work ability also reflects the existence of a match between potential and a person's skills and knowledge, so that in other words, competence plays an active role in influencing and encouraging a person or work group so that they want to carry out something that has been determined.

Because it affects how well employees perform at work, employee motivation was a crucial problem in addition to job ability. Work performance will be impacted by high employee motivation towards the company, while poor employee motivation will also have an impact on work performance and may even lead to a desire to leave. A set of attitudes and beliefs known as motivation persuade people to do particular tasks in line with their personal objectives. These attitudes and ideals were unachievable, yet they had the ability to motivate people to act in a way that would improve employee performance. Drive or motivation refers to the innate desire to preserve and fulfil existence.

Work performance demonstrates how well a person can carry out the duties of their position. As a result, staff performance is crucial to an organisation. Low employee performance has the potential to lower both the amount and quality of employee work [1]. Basically, there are many factors that influence work performance, including work ability [2] and work motivation [3].

## II. LITERATURE REVIEW

### 2.1 Relationship between work ability and work performance

Work ability is a person's capacity to learn new skills and perform a variety of job-related duties. Employee performance is strongly impacted by work ability, which is a competency pertaining to knowledge, skills, abilities, and personality traits [4]. Work performance is one of the many metrics used to quantify employee performance. As a result, work ability and performance are linked. Employees can influence work performance by using their skills to carry out and finish duties efficiently and effectively. Employee performance is a skill that allows workers to perform better when they possess the skills relevant to their line of work [5]. Work performance is the outcome of an employee's efforts in terms of both quantity and quality as he performs his duties in line with his obligations. The outcome of a person's efforts in completing the duties given

to him, which are determined by his level of skill, experience, seriousness, and time, is his work performance. Or work performance is a record of the work outcomes that an employee has attained and the process of work performance [6, 7, 8, 9].

Each employee's degree of job production is determined by factors that affect their work performance. Work performance is influenced by a number of factors, including initiative, quality, and quantity of work. Achieving outcomes from preset work standards is typically linked to work performance [7, 10]. The official process of examining and assessing an employee's work performance on a regular basis is called a job performance appraisal. Measures of work performance serve as work standards and goals, and they can also serve as information that employees can use to focus their efforts on a particular set of priorities [11, 12].

In essence, job ability affects work performance. According to the findings of several studies, work ability significantly influences work performance, as demonstrated by: [3, 13, 14, 15] Likewise, the results of research that found work ability had no significant effect on work performance, such as the results of research conducted by: [2, 16, 17, 2, 16, 18].

## **2.2 Relationship between work motivation and work performance**

Supporting or supplying the primary driving force behind an individual's work enthusiasm is known as motivation. This encourages them to collaborate, work efficiently, and pool all of their resources in order to accomplish their objectives. Work performance is influenced by motivation; more precisely, the more motivation one experiences both internally and externally, the higher the value of one's work performance. An environment that inspires workers to accomplish their objectives is called motivation. Motivation focusses on how to maximise an individual's abilities and skills to accomplish organisational objectives in order to stimulate their work enthusiasm and desire to work. Motivation is one of the most important factors in every effort of a group of people working together to achieve a certain goal [6, 11, 19, 20, 21, 22]

The purpose of motivation is to mobilize and direct the potential of the workforce and the organization to be successful, so that it can achieve and realize the goals that have been previously set, both the desires of the employees and the desires of the organization [23, 11]. Factors that influence motivation can be internal and external factors or also called extrinsic intrinsic factors [19, 6]. Several researchers found that the influence of motivation on work performance had a significant effect, as researched by: [14, 3, 14, 24, 25, 26, 27, 28, 15, 29, 30, 31, 16, 32, 33].

## **2.3 The relationship between work ability and work motivation on work performance**

Agencies can accomplish their goals and targets with the support of qualified personnel and a strong work ethic. Employee performance is also influenced by ability and motivation, which in turn can affect how well employees perform at work. It will be easy to attain excellent work performance if the company can leverage the skills of highly motivated personnel. All things considered, work ability and motivation work in concert to improve employee performance. Employees will be better able to operate at their best when they have both high motivation and solid job skills. Numerous research that show that employee work performance is positively impacted by work ability and motivation support this view. [14, 34].

## **2.4 Conceptual Framework and Research Hypotheses**

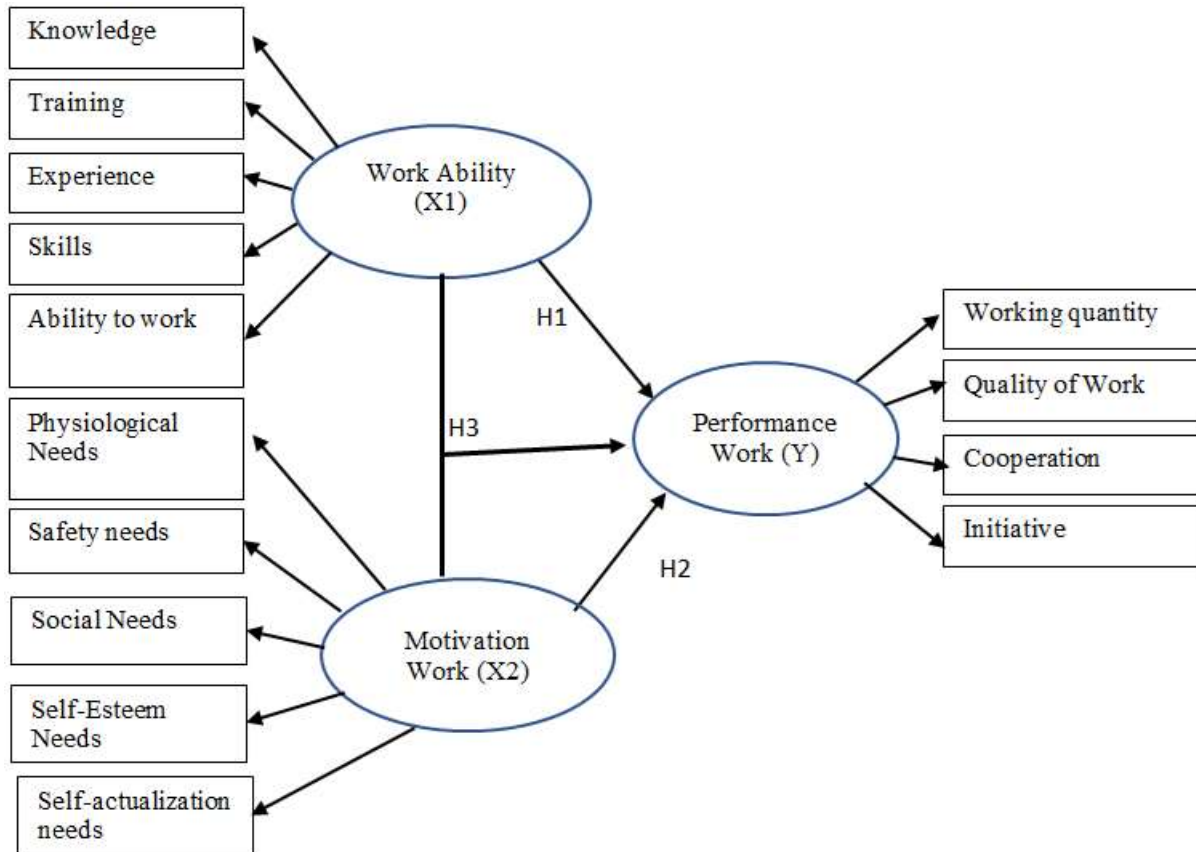
Based on theoretical studies and empirical studies, a conceptual framework for this research was developed which is presented in Fig. 1. Based on Fig.1, the hypothesis proposed was:

1. It was suspected that work ability has a significant influence on the work performance of employees at the Siluq Ngurai Sub-District Head office, Kutai Barat Regency.
2. It was suspected that work motivation has a significant influence on the work performance of employees at the Siluq Ngurai Sub-District Head office, Kutai Barat Regency.
3. It was suspected that work ability and work motivation together have a significant influence on the work performance of employees at the Siluq Ngurai Sub-District Head office, Kutai Barat Regency.

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The aims of this research are:

- 1) Analyze the influence of work ability on the work performance of employees at the Siluq Ngurai Sub-District Head office, Kutai Barat Regency.
- 2) Analyze the influence of work motivation on the work performance of employees at the Siluq Ngurai Sub-District Head office, Kutai Barat Regency.
- 3) Analyze the influence of work ability and work motivation together on the work performance of employees at the Siluq Ngurai Sub-District Head office, Kutai Barat Regency.



**Figure 1. Conceptual Framework**  
*Source: processed by researchers, 2024*

### III. RESEARCH METHOD

A quantitative research design is used in this study. The study was carried out at the office of the Siluq Ngurai Sub-District Head in the Kutai Barat Regency. It began in September 2024 and was finished in October 2024. There were 42 civil servants and employees with honorary work agreements in all. The sample was determined using the saturated sample method, thus the entire population was the research sample [35]. Every indicator is measured using a Likert scale. A person's or a group's attitudes, beliefs, and perceptions of social phenomena are measured using the Likert scale. The 1–5 Likert scale is the one employed in this study (Table 1). [35].

**Table 1. Scoring for Questionnaire answers**

No	Answer	Symbol	Score Value
1	Strongly agree	SS	5
2	Agree	S	4
3	Doubtful	RR	3
4	Don't agree	TS	2
5	Strongly Disagree	STS	1

Sumber: Sugiyono [35]

The data analysis used was multiple linear regression analysis. The multiple linear regression analysis model was used to explain the relationship and how much influence the independent variable has on the dependent variable. The regression equation obtained is written with the following formula [36]:

$$Y = a + b_1X_1 + b_2X_2 + e \dots \dots \dots (1)$$

Information:

- Y : Work Performance
- a : Constant
- b<sub>1</sub>,b<sub>2</sub> : Regression coefficients
- X<sub>1</sub> : Work ability
- X<sub>2</sub> : Work motivation
- E : residue

**IV. RESULTS AND DISCUSSIONS**

**4.1 Description of Research Variables**

The data used in this research was obtained from the results of filling out a questionnaire on a Likert scale by employees, both those with the status of civil servants (*PNS*) and employees with honorary work agreements at the Siluq Ngurai Sub-District Office, Kutai Barat Regency. The number of respondents was 42 respondents with the research variables Work Ability (X<sub>1</sub>), Work Motivation (X<sub>2</sub>), and Work Performance (Y). Knowledge (X<sub>11</sub>), training (X<sub>12</sub>), experience (X<sub>13</sub>), skills (X<sub>14</sub>), and workability (X<sub>15</sub>) were the indicators used to quantify the work ability variable (X<sub>1</sub>). Indicators of physiological requirements (X<sub>21</sub>), feeling at ease (X<sub>22</sub>), social needs (X<sub>23</sub>), self-esteem needs (X<sub>24</sub>), and self-actualization needs (X<sub>25</sub>) were used to quantify the job motivation variable (X<sub>2</sub>). The indicators of quantity of work (Y<sub>1</sub>), quality of work (Y<sub>2</sub>), initiative (Y<sub>4</sub>), and cooperation (Y<sub>3</sub>) are used to measure the job performance variable (Y). Table 2 displays the responses from the respondents

The work ability variable received mostly good responses from respondents. Responses from respondents to the knowledge indicators examined by the inquiry about possessing knowledge that can aid in finishing tasks: 78.6% of respondents said "yes." This indicates that workers are knowledgeable enough to finish the tasks given to them. The majority of respondents had favourable things to say about the training that was given to staff. Up to 76.2% of respondents said that they would attend training to obtain the most recent information about their jobs. When asked about their experiences, the majority of respondents gave generally good responses. The question of having experience that can aid in resolving work-related issues was accepted by 83.3% of respondents. The majority of respondents' responses on the abilities that employees possess are favourable. When asked if they had the ability to finish tasks, 78.6% of respondents said that they did. There is typically a resoundingly positive response regarding employees' capacity to perform their jobs. 78.6 percent of respondents agreed with the statement that workers are capable of working

Work motivation often responds well to all variable factors. 76.2% of respondents indicated that they felt the agency has satisfied the physiological needs of its employees, which is the majority of responses to the question on physiological needs. When asked if they feel at ease at work since the organisation offers health insurance to its employees, 73.8% of respondents said that they do. When asked whether employees cooperate when faced with challenges, 73.8% of respondents said "yes." When asked if they were glad that the agency recognised employees' accomplishments, 76.2% of respondents said "yes." When asked if they were glad that the leadership gave all employees the same chances and treatment to reach their full potential, 76.2% of respondents said "yes."

Respondents' answers to the work performance variable tended to be positive. Respondents' answers to the quantity of work were predominantly answered in the affirmative at 76.2%, namely the answer to the question of trying to complete work on time. 83.3% of respondents answered in the affirmative to the question that the results of the work completed never disappoint. When asked if they would coordinate with one another and work together when they required assistance, 83.3% of respondents said that they would. 78.6% of those surveyed said they agreed with the statement that taking initiative to finish tasks is important.

**Table 2. Description of variables**

No	Variable and Indicator		Score					Total
			1	2	3	4	5	
<b>Work Ability (X<sub>1</sub>)</b>								
X11	Knowledge	f	0	0	1	33	8	42
		%	0	0	2.4	78.6	19.0	100
X12	Training	f	0	0	0	32	10	42
		%	0	0	0	76.2	23.8	100
X13	Experience	f	0	0	1	35	6	42
		%	0	0	2.4	83.3	14.3	100
X14	Skills	f	0	0	1	33	8	42

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		%	0	0	2.4	78.6	19.0	100
X15	Ability to work	f	0	0	1	33	8	42
		%	0	0	2.4	78.6	19.0	100
<b>Work Motivation (X2)</b>								
X21	Physiological needs	f	0	0	4	32	6	42
		%	0	0	9.5	76.2	14.3	100
X22	Feel calm	f	0	0	0	31	11	42
		%	0	0	0	73.8	26.2	100
X23	Social needs	f	0	0	3	31	8	42
		%	0	0	7.1	73.8	19.0	100
X24	Self-esteem needs	f	0	0	2	32	8	42
		%	0	0	4.8	76.2	19.0	100
X25	Self-actualization needs	f	0	0	1	32	9	42
		%	0	0	2.4	76.2	21.4	100
<b>Work Performance (Y)</b>								
Y1	Working quantity	f	0	0	1	32	9	42
		%	0	0	2.4	76.2	2.4	78,6
Y2	Quality of work	f	0	0	2	35	5	42
		%	0	0	4.8	83.3	11.9	100
Y3	Cooperate	f	0	0	0	35	7	42
		%	0	0	0	83.3	16.7	100
Y4	Initiative	f	0	0	2	33	7	42
		%	0	0	4.8	78.6	16.7	100

Source: Primary data processed by researchers, 2024

**4.2 Results of Multiple Linear Regression Analysis**

With the use of the SPSS software, multiple linear regression analysis was utilised in this study to examine the impact of two independent variables—work ability (X1) and work motivation (X2)—on work performance (Y) at the Siluq Ngurai Sub-District Office, Kutai Barat Regency, Indonesia. Table 3 displays the findings of the multiple linear regression analysis.

**Table 3. Regression results of the influence of work ability (X1) and work motivation (X2) on work performance (Y)**

Variable	Coefficient	t value	Significant	F value	Sig.
Work ability (X1)	0.208	3.103	0.004	6.285	0.004
<b>Work motivation (X2)</b>	0.024	0.287	0.776		
Constant = 11,829	$F_{Table} = 2.851$	$t_{Table} = 1.686$	$R = 0.494$	$R^2 = 0.244$	

Source: Primary data processed by researchers, 2024

Based on the results of multiple linear regression analysis in Table 3, the following equation values are obtained:

$$Y = 11.829 + 0.208X1 + 0.024X2 \dots \dots \dots (2)$$

Based on the regression equation (2) it can be explained as follows:

1. Work performance (Y) at the Siluq Ngurai Sub-District Office, Kutai Barat Regency, is 11,829 if the regression constant value of 11,829 means that the work ability (X1) and work motivation (X2) variables were constant, or  $X = 0$ .
2. The work performance (Y) is positively impacted by the work ability regression coefficient (X1) of 0.208. This indicates that work performance (Y) at the Siluq Ngurai Sub-District Office, Kutai Barat Regency, will rise by 0.208 if work ability (X1) improves, provided all other factors remain unchanged.

3. The job performance (Y) was positively impacted by the work motivation regression coefficient (X2) of 0.024. This indicates that work performance (Y) at the Siluq Ngurai Sub-District Office, Kutai Barat Regency, will rise by 0.024 if work motivation (X2) improves, provided all other factors remain same.

#### **4.3 Analysis of the Effect of Work Ability (X1) on Employee Work Performance (Y)**

The study's findings indicate that the significance value ( $\alpha$ ) is 0.004, the computed t value is 3.103, and the work ability regression coefficient (X1) is 0.208. This indicates that job ability (X1) has a favourable and significant impact on employee work performance (Y). The test's findings indicate that enhancing work skills will also boost staff productivity at the Siluq Ngurai Sub-District office in the Kutai Barat Regency. Work ability has a very essential function in improving work performance in this sub-district, as evidenced by the positive and large influence it has on employee job performance. The inclination of respondents' responses to be positive is likewise consistent with this. Workers are aware of the tasks being performed. Employees have also gone to training to better their abilities. According to the study's findings, improving work skills can lead to a notable improvement in workers' productivity. This may imply that workers will be better equipped to do assigned tasks when they possess strong work abilities, both in terms of knowledge and skills. Workers with a thorough understanding of the work they do are typically more productive, finish tasks faster, and are better able to overcome obstacles at work. Higher job performance can also be attained by those who have obtained pertinent training because they are more skilled at using the abilities needed for particular activities.

The trend of respondents' responses, which indicates that most workers have sufficient knowledge about their jobs, further supported this conclusion. Regarding their degree of knowledge and proficiency in doing daily duties, respondents tended to provide positive responses. In addition, a large number of them have participated in training to enhance their work skills. It appears that this training helps employees become more skilled, which in turn helps them perform better at work overall. This highlights how crucial it is to acquire work skills through both official training and hands-on experience in the workplace in order to perform at your best in government organisations like this sub-district office.

The study's findings show that there are real elements influencing these two variables, which is why there is a positive and strong correlation between job ability and employee performance. Employee job effectiveness is significantly impacted by the technical knowledge, practical skills, and experience that employees in Siluq Ngurai Sub-District possess. Workers can do their work more rapidly and accurately if they have the necessary abilities and a thorough understanding of the tasks they must perform. This illustrates how crucial staff training and development is as a tactic to raise general performance at work.

In addition to having an impact on individual productivity, work ability also helps the sub-district office foster a more productive and cooperative work environment. Highly skilled workers are typically able to work independently and contribute more to the team. They are more capable of handling difficulties at work, coming up with creative solutions, and solving issues. In the end, this improves operational efficiency in the workplace since capable workers help their peers accomplish organisational objectives in addition to doing their own jobs. Thus, strengthening job skills has consequences for both raising individual achievement and enhancing organisational performance as a whole.

Additionally, these findings have significant real-world ramifications for Siluq Ngurai Sub-District's human resource management. By continuing to create training and development initiatives for its staff, management can take note of these outcomes. These programs need to be tailored to the sub-district office's unique job requirements and adjusted to the difficulties staff members encounter while performing their jobs. Employees that receive pertinent and continuous training will be more likely to possess the skills and information needed for their everyday jobs. Therefore, spending money on training to increase work capacities will eventually improve employee performance and organisational effectiveness.

The findings of this research are in line with research results which state that work ability has a significant positive effect on the work performance of State Civil Servants [13]. In this research, it was found that increasing employee technical competence and professionalism significantly increased the efficiency and effectiveness of their performance. Similar findings were also reported that continuous training plays an important role in improving work skills and has a positive impact on employee productivity in the public sector [15]. The findings of this research are different from the results of research which states that work ability does not have a significant influence on work performance [2, 16, 17]. These earlier studies highlight the significance of ongoing training to support optimal job performance and corroborate the findings that improving work ability has a major impact on employee performance across a range of sectors, including the government sector.

#### **4.4 Analysis of the Effect of Work Motivation (X2) on Employee Work Performance (Y)**

Based on the research results, it is known that the work motivation regression coefficient (X2) is 0.024, the calculated t value is 0.287 and the significance value ( $\alpha$ ) is 0.776. These figures show that although work motivation has a positive influence on employee work performance (Y), this influence is not significant.

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Although job motivation tends to have a beneficial impact on employee work performance, the effect is not strong enough to be deemed statistically significant in this instance, according to the research findings. This demonstrates that, in the context of this study, job motivation by itself is not yet the primary determinant of overall employee work performance.

The majority of respondents indicated a positive propensity towards work motivation, which is consistent with this positive but not statistically significant influence of work motivation. This indicates that while respondents are generally motivated at work, their drive is insufficient to result in a noticeable improvement in their performance. Other elements, such as job aptitude, workplace support, or the organization's reward and recognition program, might be more important in promoting improved employee performance.

Organisational management can benefit greatly from the findings of this study. Even though work motivation plays a big role in shaping employee attitudes and behaviour, businesses should keep in mind that it might not always have a big effect on how well employees perform at work. Therefore, to boost employee work performance, a more all-encompassing strategy is required, such as integrating skills training, better working environment, or more robust incentives with motivational enhancement programs. This all-encompassing strategy can guarantee that motivation at work serves as one of several elements that reinforce one another to produce improved performance.

Additionally, this study suggests that more research may be necessary to fully understand other psychological aspects like job satisfaction, work-life balance, and social support at work. Although one of the most important factors in raising accomplishment is job motivation, other factors pertaining to psychological health and the workplace culture could have a bigger impact. Therefore, in order to comprehend how these many aspects interact to determine employee work performance, future study must use a multifaceted approach. The results of this study differ significantly from those of other studies, particularly those of Zulkafli & Mahbob [24]. According to their research, motivation significantly and favourably affects work performance. To put it another way, Zulkafli & Mahbob contend that an individual's likelihood of improving their work performance increases with their level of motivation. Motivation did, however, have a favourable impact in the study under discussion, albeit not a very strong one. This indicates that while motivation improves work performance, the effect is not significant enough to be acknowledged as a determinant of employee performance success. Several more studies also show this distinction, including the findings of research by [25, 26, 37, 28]. According to their research, one of the key elements that motivates workers to perform better and meet organisational objectives is motivation. According to similar study findings, motivation is crucial for raising worker performance, particularly in a setting where competition is fierce [15, 30, 31, 16, 32]. In fact, more recent research shows that motivation not only influences work performance significantly, but also becomes one of the moderating variables that strengthens the relationship between leadership and employee performance [33].

These disparities in results demonstrate that the impact of motivation on job performance can vary greatly depending on a number of other variables, including the nature of the work itself, organisational culture, and the work environment. In certain cases, if motivation is not supported by additional elements like job skills, a sufficient reward system, or favourable working environment, it might not be strong enough to directly affect work performance. In order to determine the circumstances in which motivation has a major impact in one context but not in another, more thorough research is necessary. Organisations can learn how to maximise the potential of motivation as a tool to enhance overall employee work performance with the aid of a more thorough analysis.

### **4.5 Analysis of the Influence of Work Ability (X1) and Work Motivation (X2) together on Employee Work Performance (Y)**

Employee job performance at the Siluq Ngurai Sub-District Office, Kutai Barat Regency, is positively and significantly impacted by both work ability and work motivation, according to the F test results, which are based on the research findings in Table 3. The significant value of 0.004, which is less than 0.05, supports the conclusion that the computed F value of 6.285 is higher than the F table value ( $6.285 > 2.851$ ). These findings statistically demonstrate that, when properly implemented, raising job ability and motivation can greatly promote higher employee work performance in the area.

In this context, an employee's job ability might be seen as a competency that consists of knowledge, experience, and skills. Workers will be more equipped to handle obstacles at work more effectively if they have a thorough understanding of their roles and responsibilities as well as enough experience performing them. Employee performance in performing their jobs also heavily depends on their abilities, including their technical and people skills. Therefore, enhancing general work ability can be viewed as an investment in fostering employee competency, which will eventually lead to improved work output.

Work motivation also plays an important role in encouraging employees to excel. Motivated employees tend to have a stronger internal drive to achieve predetermined work goals. This can happen through various mechanisms, such as incentives, recognition, and a conducive work environment. Motivated employees are more likely to engage in their work more fully, overcome obstacles, and show creativity in completing their

tasks. High motivation also increases employee commitment to the organisation, which ultimately contributes to increased work performance at the individual and organisational levels.

Overall, the combination of work ability and work motivation has a synergistic effect in improving employee work performance. When strong work abilities are combined with high motivation, employees will have a greater capacity to achieve optimal work performance. Therefore, to improve employee work performance at the Siluq Ngurai Sub-District Office, Kutai Barat Regency, there need to be continuous efforts to improve employee competency through training, increasing work experience, and creating a work environment that supports motivation. These results provide important insight for organisational managers about the importance of paying attention to these two aspects simultaneously to achieve maximum work results. The findings of this research are in line with research results that state that simultaneously competence and motivation have a significant positive effect on employee work performance [34, 38, 39, 32].

## **V. CONCLUSIONS**

Based on the results of research and discussion, several things can be concluded as follows::

1. The influence of work ability (X1) on employee work performance (Y) is positive and significant. This is shown by the work ability regression coefficient (X1), which is 0.208; the calculated t value is 3.103, and the significance value ( $\alpha$ ) is 0.004.
2. Employee job performance (Y) was positively but not significantly impacted by work motivation (X2). The significance value ( $\alpha$ ) was 0.776, the computed t value is 0.287, and the regression coefficient value of work motivation (X2) is 0.024, all of which demonstrate this.
3. At the Siluq Ngurai Sub-District Office, Kutai Barat Regency, employee work performance was positively and significantly impacted by both work ability and work motivation. This was demonstrated by the calculated F value of 6.285, which is higher than the F table value (6.285 > 2.851), and the significance value of 0.004, which is less than 0.05.

The regional government of Kutai Barat Regency, and in particular the head of Siluq Ngurai Sub-District, should consider the following recommendations: to maximise employee capabilities by increasing employee competency through training; to improve employee performance so that employees are always motivated, for instance, by providing relevant awards and creating/encouraging a happy atmosphere at work.

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