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FACTORS THAT INFLUENCE EMPLOYEE PERFORMANCE AT THE CIREBON REGENCY EDUCATION OFFICE

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Abstract

Purpose: The purpose of this study was to determine the factors of influence employee performance in the Cirebon District Education Office.

Research Methodology: This research uses accidental sampling method with a sample of 37 employees. Data collection is done by filling out the questionnaire for the ability factor and motivation factor with employee performance.

Results: Furthermore, the data collected was analyzed using SPSS 26.0 for Windows with a significance level (α) of 0.05. The results showed there was an influence of the ability to see the tcount value of the ability factor variable (X1) of 4,311 \geq t_table (0.68137) and motivational actors with the t_count value of the variable (X2) of 4,871 \geq t table (0.68137). And based on the value of β and t_calculate it can be seen that the variable that has a dominant influence on employee performance is the ability factor variable with a value of β (0.701) and tcount (4,871) which is greater than the other variables and also the significance value of t_calculate the best results. And from the results of the study it is expected that employees at the Department of Education, can provide much better performance even the people who come.

Limitations: Small Sample Size: The study used a relatively small sample size of 37 employees, which may limit the generalizability of the findings to a larger population. The results may not accurately represent the entire workforce at the Cirebon Regency Education Office or other similar educational institutions. Accidental Sampling: The research employed an accidental sampling method, which may introduce bias and affect the representativeness of the sample. The findings may not reflect the views and experiences of the entire employee population, as those who were not included in the sample might have different perspectives. Reliance on Self-Reported Data: The study collected data through self-reported questionnaires, which may be subject to response biases such as social desirability or recall bias. The accuracy and reliability of the results depend on the participants' honesty and ability to accurately recall and report their abilities and motivations. Single-Location Study: The research focused solely on the Cirebon Regency Education Office in a specific geographical area. The findings may not be applicable to other educational offices or institutions located in different regions or cultural contexts.

Contribution: Organizational Improvement: The Findings Can Provide Valuable Insights For The Cirebon Regency Education Office In Identifying The Factors That Influence Employee



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Performance. By Understanding The Significance Of Ability And Motivation Factors, The Office Can Develop Targeted Strategies To Enhance Employee Performance And Productivity.

Human Resource Management: The Study Contributes To The Field Of Human Resource Management By Highlighting The Importance Of Factors Such As Ability And Motivation In Employee Performance. It Emphasizes The Need For Organizations To Focus On Developing Employees' Skills And Providing A Motivating Work Environment To Foster Higher Performance Levels.

Educational Management: The Research Findings Can Benefit Educational Management In The Cirebon Regency And Similar Areas By Emphasizing The Key Factors That Influence Employee Performance Within Educational Organizations. This Knowledge Can Inform Decision-Making Processes And Help Enhance The Overall Quality Of Education Delivery In The Region.

Further Research: The Study Can Serve As A Foundation For Future Research On Employee Performance In Educational Institutions. Researchers Can Build Upon The Findings And Expand The Investigation To Include Larger Sample Sizes, Different Locations, And Additional Variables To Gain A More Comprehensive Understanding Of The Factors Influencing Employee Performance In The Education Sector.

Keywords: Work Ability, Work Motivation, Employee performance



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1. INTRODUCTION

In carrying out its activities, an organization will always encounter humans as a dynamic resource and have the ability to continue to develop. The development of humans as a workforce will affect the stability and continuity of the organization. Society's demands in the world of work for increased work effectiveness on employee performance are increasingly strong. The community as the main actor in implementing development is expected to play an active role. For this reason, it needs to be supported by the creation of human resources that have conducive working capital, which is characterized by the existence of proper and accountable work facilities.

An organization or agency, whether government or private, must be able to improve the quality of employee performance, because employees are the most important asset in an organization. So that employees can provide good performance, an organization or government agency must be able to provide good support to employees. According to (Torang, 2014) performance is the quantity and/or quality of the work of individuals or groups within an organization in carrying out basic tasks and functions that are guided by norms, standard operating procedures, criteria and measures that have been determined or are applicable in the organization. Having good performance is the desire of every organization. If good performance is created, harmonious relationships will be created, a very pleasant working atmosphere in order to achieve goals.

Employee performance will be reflected in all forms of activities in the context of coaching, guidance, provision of facilities, which are carried out by government officials for employees in accordance with applicable statutory provisions. In reality, we often encounter public dissatisfaction because employee performance is not optimal. This is because the quality of human resources is inadequate so that management objectives cannot be achieved precisely and effectively.

Increasing good employee performance will bring progress to an organization or government agency in achieving organizational goals. Therefore, various efforts to improve employee performance are the most serious because success in achieving the goals and survival of an organization or government agency depends on the human resources within an organization or government agency.

Good employee performance is expected by an organization or government agency. Because more and more employees have high performance, the productivity of an organization as a whole will increase so that goals can be achieved and realized. Employees work in the office not only as a formality, but must be able to enjoy and feel their work, so they don't get bored and are more active and diligent in their activities. One way that an organization or government agency can take care of and maintain its human resources is by looking at the abilities of employees.

According to (Robbins, 2015) Ability is an individual's capacity to carry out various tasks in a particular job. All abilities of an individual are essentially composed of two sets of factors, namely intellectual ability and physical ability. Thus, career ability is an employee's ability to achieve his career plan, which is sponsored by the human resources department, manager or other party. Apart from that, it is a process of a series of activities to improve individual employees' work abilities to plan their careers in the present and future.

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Apart from looking at employee abilities, another factor that must be considered is work motivation. Work motivation according to (Suwatno & Priansa, 2016) states that motivation comes from the Latin word (*movere*) which means encouragement, driving force or force that causes an action or deed. Motivate subordinates to work productively in achieving and realizing predetermined goals. Motivation that exists in a person is the strength that will create good

behavior in achieving self-satisfaction and leading positively to approaching the object that is the goal.

Motivation is a condition that encourages someone to do, behave and behave to achieve the desired goals. Motivation will be positive if someone feels happy and interested in work, but motivation will be negative if someone feels bored and depressed. Motivation drives a person to carry out an activity in order to get the best results as expected. Therefore, it is not surprising that employees who have very high work motivation usually have high performance as well. For this reason, employees need to generate work motivation to produce good performance as expected.

Civil servants as human resources need something that can stimulate their desire to be able to work diligently or require great motivation so that the work results desired by the organization can be achieved. The entire process of motivating employees is aimed at ensuring that they are willing to work sincerely to achieve organizational goals effectively and efficiently. If employees are willing to work sincerely, the organization's goals will certainly be successful and of course there are factors in improving employee performance which have an impact on increasing organizational performance (Watimena, 2017).

The Cirebon Regency Education Service is an agency under the authority of the West Java Provincial Government (PEMPROV) and under the Ministry of National Education. JABAR DISDIK is tasked with formulating operational policies in the field of education and carrying out some of the authorities related to the world of education in the province. The General and Personnel Subdivision is an important facility in an organization such as the Cirebon Regency Education Office.

To carry out its main tasks and functions, the Cirebon District Education Office's staffing is considered to be still not optimal. The low level of employee performance is indicated by the fact that there are still employees who do not complete work on time, there are still employees who are in and out of the office during working hours for personal matters which can disturb the concentration of other employees in completing their work and hinder cooperation in completing a job, Apart from that, there are still employees who cannot operate existing modern equipment so that the workload should be distributed evenly according to their main duties and functions, but because there are employees whose technical abilities are lacking, this causes the workload to be distributed unevenly and not according to the main duties and functions, and there is a lack of good forms of appreciation in in the form of money or non-cash for employees who have work achievements. These things become an obstacle considering the importance of employee performance in an organization, because employee performance will influence the performance of the organization. If employee performance is good, then organizational performance will be good too, and vice versa.

In general, the conditions above stem from poor three aspects, namely implementation patterns (management), human resources, and public service institutions in Indonesia which include (Syukri, 2015). To find out the factors that influence (determinants) personnel performance, several performance theories were studied. (Gibson, 2016) states that there are several groups of variables that influence work behavior and performance, namely: individual variables, organizational variables and psychological variables. These three groups of variables influence work behavior which ultimately influences personnel performance. Behaviors that influence performance are those related to work tasks that must be completed to achieve the goals of a position or task.

In line with the development of an organization, efforts are needed to improve employee skills and professionalism by providing attention and guidance which ultimately is expected to develop employee careers. This needs to be done because information systems and technology are

continuously changing in an increasingly complex era of globalization. To face all of this, human resources in the Cirebon Regency Government are required to be truly competent and ready to face problems that arise in their respective areas of main tasks and functions.

With the availability of quality human resources, local governments are expected to be able to respond to all problems faced, both internal and external. Internally, regional governments face problems of productivity, costs and employee competency, while externally regional governments are required to be able to manage the region and provide satisfactory services to the community (Musafir, 2017). An employee's career development needs to be carried out because an employee working in an organization not only wants to obtain what he has today, but also expects change, progress, and opportunities to be given to him to advance to a higher and better level. Everyone will feel bored with the same conditions, they always hope that there will be changes and guarantees that from time to time they will get greater and better recognition from the environment in which they work (Watimena, 2017)

From this view, it can be interpreted that a person's performance can be formed through employee self-development. Among several things that can be done to develop employees themselves are increasing work abilities, self-motivation and developing emotional intelligence. Of course, this must be based on the awareness and supporting capacity of the organization.

2. LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

Employee Performance

The success of an organization is influenced by the performance (job performance) of human resources, for this reason every company will try to improve employee performance in achieving predetermined organizational goals. An organizational culture that grows and is well maintained will be able to spur the organization towards better development. On the other hand, the leader's ability to mobilize and empower his employees will influence performance. The term performance comes from the words job performance or actual performance (work performance or actual achievements achieved by someone). Work performance is generally influenced by the abilities, skills, experience and seriousness of work of the workforce concerned.

Etymologically, performance comes from the word work performance. As stated by (Mangkunegara, n.d.) that the term performance from the words job performance or actual performance (work performance or actual achievement achieved by someone) is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with his responsibilities. given to him. Furthermore (Mangkunegara, n.d.) stated that performance is generally divided into two, namely individual performance and organizational performance. (Hadari Nawawi, 2015) states that, "Performance is the result of carrying out work, whether physical/material or non-physical/non-material.

According to (Simanjuntak, 2005) "Performance is the level of achievement of results for carrying out certain tasks. Simanjuntak also defines individual performance as the level of achievement or results of a person's work from targets that must be achieved or tasks that must be carried out within a certain period of time. (Foster, 2001) states that, "Performance is the result achieved by a person according to the standards applicable to the work in question." Individual performance is the result of employee work both in terms of quality and quantity based on predetermined work standards, while organizational performance is a combination of individual performance and group performance.

Motivation Theory

Motivation can be defined as a person's strength (energy) which can give rise to a level of persistence and enthusiasm in carrying out an activity, whether originating from within the individual himself (intrinsic motivation) or from outside the individual (extrinsic motivation). There are several theories, including Maslow's Motivation Theory. Theory (Maslow, 2010), divides human needs as follows:

1. Physiological Needs

Physiological needs are a hierarchy of the most basic human needs which are the needs to be able to live, such as eating, drinking, housing, oxygen, sleep and so on.

2. Security Needs

Physiological needs have been relatively satisfied, then a second need arises, namely the need for security. This need for security includes security for protection from the dangers of work accidents, security for the continuity of their work and security for their old age when they no longer work.

3. Social Needs

If physiological and safety needs have been minimally satisfied, social needs will emerge, namely the need for friendship, affiliation and closer interaction with other people. In organizations this will relate to the need for a cohesive work group, good supervision, joint recreation and so on.

4. Appreciation Needs

This need includes the need for the desire to be respected, appreciated for one's achievements, recognition of one's abilities and expertise and the effectiveness of one's work.

5. Self-actualization needs

Self-actualization is the highest in Maslow's hierarchy of needs. Self-actualization is related to the process of developing a person's true potential. The need to demonstrate one's abilities, skills and potential. In fact, the need for self-actualization tends to increase in potential because people actualize their behavior. A person who is dominated by the need for self-actualization enjoys tasks that challenge his abilities and skills.

The two theories of achievement motivation from Mc. Clelland. Another important concept from motivation theory which is based on the strengths that exist within humans is achievement motivation. According to Mc Clelland, a person is considered to have a desire to achieve better than others in many Mc situations. Clelland emphasizes three needs (Mc. Clelland, 2009), namely:

1. The need for achievement is reflected in the desire to take on tasks for which one can be personally responsible for one's actions. He sets reasonable goals that take into account risks and he tries to do things creatively and innovatively.
2. Need for affiliation, this need is addressed by being friends.
3. The need for power, this need is reflected in someone who wants to have influence over other people, he is sensitive to the structure of interpersonal influence and he tries to control other people by regulating their behavior and impressing other people with him, and always maintaining his reputation and position.

Work ability

The importance of ability is because ability is what causes, channels and supports employee performance, so that they are willing to work hard and enthusiastically achieve optimal results. Ability is increasingly important because managers give work to their subordinates to do it well and integrate it towards the desired goals.

Companies not only expect employees to be capable, capable and skilled, but most importantly they can work with maximum results. Employee motivation and skills have no meaning for the company if they do not have the ability to work.

This is understandable because in work ability there are various potential skills, skills and other supporting potential which are reflected in physical and psychological conditions. Thus, the concept of work ability contains the meaning of the strength that exists within a person to do work.

Work ability greatly determines employee performance in a company or organization. The success and skill of carrying out work in an organization is very dependent on the performance of its employees. So work ability is important for an employee to be able to complete the job well.

In organizations or companies, we can see that in the placement of officers or employees in general, the higher a person's position in the organization, what is more needed is high intellectual ability and not physical ability. Regarding a person's ability, it really depends on his physical and psychological condition, which will ultimately affect the level of ability to carry out his work. A person's abilities will also determine behavior and results. What is meant by ability or abilities is the talent inherent in a person to carry out an activity physically or mentally which he or she acquires from birth, learning, and from experience (Soehardi, 2018). Meanwhile, according to (Robbins, 2015) ability is an individual's capacity to carry out tasks in a particular job. Soelaiman (2017) ability is an inborn or learned trait that enables someone to complete their work, both mentally and physically. Employees in an organization, although well motivated, not all have the ability to work well. Abilities and skills play a major role in individual behavior and performance. Skills are skills related to tasks that a person has and uses at the right time.

According to (Kreitner, Kinicki, & Angelo, 2015) what is meant by ability is a stable characteristic related to a person's maximum physical and mental abilities. According to (Robbins, 2015) Ability is an individual's capacity to carry out various tasks in a particular job. All abilities of an individual are essentially composed of two sets of factors, namely intellectual ability and physical ability. Meanwhile, according to (Mc Shane et al., 2008) ability the natural aptitudes and learned capabilities required to successfully complete a task (ability is the natural intelligence and learned capabilities needed to complete a task). Intelligence is a natural talent that helps employees learn certain tasks faster and perform them better. According to (Greenberg et al., 1993) defines mental and physical capacities to perform various tasks (abilities are mental and physical capabilities to perform various tasks). Abilities consist of two main groups that are most relevant to behavior at work, namely intellectual abilities which include the capacity to carry out various cognitive tasks and physical abilities which refer to the capacity to carry out physical actions.

Based on the literature review and basic thinking, the author created a framework chart as follows

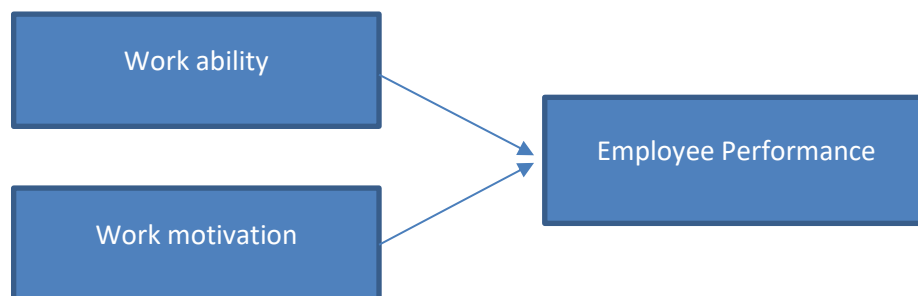


Figure 1. Conceptual Framework Model

The hypothesis tested in this research is proposed with the following statement:

1. It is suspected that work ability has a positive effect on employee performance at the Cirebon Regency Education Office
2. It is suspected that motivation has a positive effect on employee performance at the Cirebon Regency Education Office
3. It is suspected that work ability and motivation have a positive influence on employee performance at the Cirebon Regency Education Office

3. RESEARCH METHODOLOGY

The research method used by researchers uses quantitative descriptive research methods. Samples with opinions (Arikunto, 2016) state that if the number of respondents is less than 100, then all samples are taken so that the research is population research. In this study the sample consisted of 37 people. The questionnaire was directly given to employees of the Cirebon district education office's facilities and infrastructure division using a Likert scale. The instruments used must have been tested for validity and reliability. The analysis used the SPSS program package. Data analysis was carried out with the help of the Linear Regression Method, but before carrying out linear regression analysis the classical assumption test was used which includes the normality test, multicollinearity test and heterocystique test.

4. RESULTS AND DISCUSSIONS

4.1 Results

Validity and Reliability Test

The validity test was carried out by looking at the Pearson correlation compared to the r table with a significance of 5%. And if the data used is 37 people, then the rtable value is 0.3160. Where this value is obtained from $df=n-2$, $df = 37-2 = 35$. And if $r_{table} < r_{count}$ then the statement is considered valid. The reliability test used in this research is the Cronbach Alpha formula, whereas to find out the results of the reliability test for the statement plus the total score for each variable can be seen in the output of the calculation results of the IBM SPSS Statistics 26 program. A research instrument has adequate reliability if the Cronbach's alpha coefficient is greater than or equal to 0.70.

Table 1. Validity Test

Item	Corrected Item-Total Correlation	Note
FK01	0.651	Valid
FK02	0.62	Valid
FK03	0.747	Valid
FK04	0.631	Valid
FK05	0.647	Valid
FK06	0.664	Valid
FM01	0.569	Valid
FM02	0.729	Valid
FM03	0.801	Valid
FM04	0.66	Valid
FM05	0.73	Valid
FM06	0.644	Valid
FM07	0.405	Valid

Item	Corrected Item-Total Correlation	Note
FM08	0.475	Valid
FM09	0.603	Valid
FM10	0.592	Valid
FM11	0.806	Valid
FM12	0.65	Valid
FM13	0.729	Valid
FM14	0.86	Valid
FM15	0.703	Valid
Kin01	0.64	Valid
Kin02	0.768	Valid
Kin03	0.613	Valid
Kin04	0.713	Valid
Kin05	0.762	Valid
Kin06	0.728	Valid
Kin07	0.573	Valid
Kin08	0.788	Valid
Kin09	0.601	Valid
Kin10	0.589	Valid

Based on the results above, it can be said that the correlation of each variable (in the Corrected Item-Total Correlation column) is ≥ 0.3160 , meaning the data is valid. And for reliability testing, you can see:

Table 2. Reliability Test

Variable	Cronbach's Alpha	Note
Work ability	0.866	Reliable
Work motivation	0.866	Reliable
Employee performance	0.912	Reliable

And from the table above it can also be seen that the Cronbach's Alpha value is > 0.70 , meaning the data is reliability data.

Normality test

In this study, using the Kolmogorov-Smirnov value, the following results were obtained:

Tabel 3. Normalitas Test Result

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		37
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	1.23347246
Most Extreme Differences	Absolute	.094
	Positive	.094

	Negative	-.076
Test Statistic		.094
Asymp. Sig. (2-tailed)		.200 ^{c,d}

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

From the results of the normality test above, it can be seen that the asymp.Sig (2-tailed) value of 0.200 is greater than 0.05, so it can be concluded that the research data is normally distributed.

Multicollinearity test

One way to detect symptoms of multicollinearity is to look at the VIF (Variance Infloating Factor) value ≤ 10 and the Tolerance value > 0.10 , which means that multicollinearity is not occurring.

Tabel **Error! No text of specified style in document.** Multicollinearity Test

		Collinearity Statistics	
Model		Tolerance	VIF
1	(Constant)		
	X1	.244	4.098
	X2	.244	4.098

Dependent Variable: Kemampuan, Motivasi

Based on the table above, it can be seen that the Tolerance value for the two X variables is 0.244 which is greater than 0.10. Meanwhile, the VIF value of the two X variables is 4.098, which is smaller than 10.00. So it can be concluded that this research variable does not have multicollinearity.

Heteroscedasticity test

With the Glejser Test: namely by regressing the independent variable on its absolute residual value.

Table 5. Heteroscedasticity Test

		Sig.
Model		
1	(Constant)	.742
	X1	.201
	X2	.516

Interpretation based on the output results in the table above shows that the Sig value of Ability (X1) is $0.201 > 0.05$ and the Sig value of the Motivation variable (X2) is $0.516 > 0.05$, meaning that these

two variables do not occur or are free from symptoms of heteroscedasticity and variable this is called homoscedasticity.

Multiple Regression Analysis

Table 6. Multiple Regression Analysis Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1	(Constant)	3.237	2.040	1.587	.122
	X1	.701	.163	.462	.000
	X2	.340	.070	.522	.000

a. Dependent Variable: Y

Based on the output above, the regression model can be discussed as below. The multiple linear regression equation model based on the table above is Regression Equation:

$$Y = 3237 + 0,701 X_1 + 0,340X_2$$

With an explanation of each variable as follows:

Variable Y=Employee Performance

Variable X₁=Ability

Variable X₂=Motivation

Meanwhile, the Multiple Determination Coefficient (Adjusted R Square) and Multiple Correlation Coefficient

(R) can be seen in the following table:

Table 7. Multiple Correlation Coefficient

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.951 ^a	.905	.899	1.269

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

The Multiple Determination Coefficient here is used Adjusted R square because the independent variable is >1 so it is more accurate. Adj R Square value = 0.899, meaning that together 89.9% of changes in variable Y can be explained by variables X1 and X2 or in other words the influence of the independent variable on the dependent variable is 89.9%. Meanwhile, the remaining 10.1% was caused by other variables that were not included in the research framework.

Multiple Correlation Coefficient (R) = 0.951 shows that there is a very strong joint relationship between the two independent variables and the dependent variable, namely that there is a very strong correlation between the independent variables Ability and Motivation and Employee Performance as the dependent variable. Meanwhile, to determine the magnitude of the contribution of work ability and work motivation to performance in the infrastructure division of the Cirebon Regency Education Service, it can be determined by the magnitude of the R Square value obtained from the SPSS 23.0 for Windows calculation results as follows:

Table 8. Determinant coefficients

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.951 ^a	.905	.899	1.269

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Based on table 8 above, it states that the influence of work ability and work motivation on employee performance in the facilities and infrastructure division of the Cirebon Regency Education Service is very strong. Meanwhile, the R Square value shows 0.905, meaning that the work ability and work motivation variables have an influence of 90.5% on employee performance, while the remaining 9.5% is influenced by other variables not examined in this research.

4.2. DISCUSSIONS

This research aims to find the influence between the independent variable and the dependent variable. In this case, how big is the influence of work ability on employee performance, work motivation on employee performance and the combination of ability and motivation with employee performance.

1. The influence of work ability on employee performance in the facilities and infrastructure division of the Cirebon Regency Education Office

Employee performance cannot be separated from the employee's work abilities. An employee will work optimally if he has good work abilities and is willing to comply with the regulations that have been set to achieve the agreed goals. And after looking at the calculated value of the Work Ability variable (X_1) of $4.311 \geq t_{\text{tabel}}$ (0.6813) with a significance level of $\alpha=5\%$, this means that there is a significant influence between the Work Ability variable (X_1) and Employee Performance (Y).

Thus, it can be concluded that there is a positive and significant influence of Work Ability on Employee Performance at the Cirebon Regency Education Office. This result is the same as Work Ability, which is an attitude of respect, respect, obedience and obedience to applicable regulations, both written and unwritten, and the ability to carry them out and not avoid accepting sanctions if he violates the duties and authority assigned to him. to her. The results of this research are also in line with or the same as the results of research conducted by Resti Lufitasari, where the results of his research show that there is an influence of work ability on employee performance at the Education Department in Yogyakarta. This is indicated by the t -count price of 15.268 which is greater than the t -table of 1.671. Based on the results of the research above, it can be seen that the work abilities of employees greatly influence employee performance, therefore the Cirebon Regency Education

Office must always improve work abilities so that employee performance in employees continues to increase.

2. The Influence of Work Motivation on Employee Performance in the Facilities and Infrastructure Division of the Cirebon Regency Education Office

Based on empirical findings which show that there is a significant relationship between motivation and employee performance, the results of this research provide several information, including:

- (1) Motivation at the Cirebon District Education Office, Cirebon. has a significant relationship with employee performance,
- (2) with good work motivation, this is one way to improve employee performance at the Cirebon Regency Education Office, as well as
- (3) the contribution made by the influence of work motivation on employee performance is very good. This can be seen from the results of the t-count value for the Work Motivation variable (X2) of $4.871 \geq t_{\text{table}} (0.68137)$ with a significance level of $\alpha=5\%$. This means that there is a significant influence between the work motivation variable (X2) and employee performance (Y). From these results, H_0 is rejected and means H_a is accepted.

Based on the values of β and t_{count} , it can be seen that the variable that has the dominant influence on Employee Performance is the Work Motivation variable with values of β (0.340) and t_{count} (4.871) which are greater than the other variables and also the best significance value of t_{count} .

3. The Influence of Work Ability and Work Motivation on Employee Performance in the Facilities and Infrastructure Division of the Cirebon Regency Education Office

Empirically, the results of this research identify: (1) there is a significant relationship between Ability and Motivation and Employee Performance at the Cirebon Regency Education Office, and (2) Work Ability and Work Motivation have an influence on Employee Performance at the Cirebon Regency Education Office. However, of these two variables, it turns out that Motivation is a variable that has a much better influence and relationship with employee performance. This can prove that with a good management system the services provided are much better and more regular, however, employee performance in the Facilities and Infrastructure division of the Cirebon Regency Education Service is not only influenced by Ability and Motivation, but there are other factors (epsilon), which are also influential, which were not examined in this study.

5. CONCLUSION

Based on the results of the research and discussions that have been carried out, several conclusions can be drawn as follows:

There is a significant influence between ability and employee performance at the Cirebon Regency Education Office. The condition of capacity at the Cirebon Regency Education Service has a significant relationship with service quality. The contribution made by the influence of Ability on Employee Performance can be seen from the results of the t-calculated value of the Work Ability variable (X1) of $4.311 \geq t_{\text{table}} (0.68137)$ with a significance level of $\alpha=5\%$. This means that there is a significant influence between the Work Ability variable (X1) and Employee Performance (Y). From these results, H_0 is rejected and means H_a is accepted.

There is a significant influence between work motivation and employee performance at the Cirebon Regency Education Office. Based on empirical findings, the results of this research provide some information, that motivation at the Cirebon Regency Education Office has a

significant influence on employee performance. We can also see the contribution made by the influence of motivation on employee performance from the results of the t-calculated value of the motivation variable (X2) of $4.871 \geq t_{\text{table}} (0.68137)$ with a significance level of $\alpha=5\%$. This means that there is a significant influence between the work motivation variable (X2) and employee performance (Y). From these results, H_0 is rejected and means H_a is accepted.

Based on the β and t_{count} values, it can be seen that the variable that has the dominant influence on employee performance is the motivation variable with the β (0.340) and t_{count} values (4.871) which are greater than the other variables and also the best significance value of t_{count} . And from the results of the F test, here the author can conclude that work ability and work motivation are one of the indicators for providing employee performance. For the F test, the two independent variables are 161.491 or there is a relationship because the Sig level is 0.000 or less than 0.05 ($p < 0.05$), which means that the ability and motivation variables together have a significant influence on employee performance. From these results, H_0 is rejected and H_a is accepted. The influence of work ability and work motivation on employee performance in the infrastructure division of the Cirebon Regency Education Office is very strong. Meanwhile, the R Square value shows 0.905, meaning that the work ability and work motivation variables have an influence of 90.5% on employee performance, while the remaining 9.5% is influenced by other variables not examined in this research.

6. LIMITATION AND STUDY FORWARD

LIMITATION

Small Sample Size: The study used a relatively small sample size of 37 employees, which may limit the generalizability of the findings to a larger population. The results may not accurately represent the entire workforce at the Cirebon Regency Education Office or other similar educational institutions.

Accidental Sampling: The research employed an accidental sampling method, which may introduce bias and affect the representativeness of the sample. The findings may not reflect the views and experiences of the entire employee population, as those who were not included in the sample might have different perspectives.

Reliance on Self-Reported Data: The study collected data through self-reported questionnaires, which may be subject to response biases such as social desirability or recall bias. The accuracy and reliability of the results depend on the participants' honesty and ability to accurately recall and report their abilities and motivations.

Single-Location Study: The research focused solely on the Cirebon Regency Education Office in a specific geographical area. The findings may not be applicable to other educational offices or institutions located in different regions or cultural contexts.

STUDY FORWARD

1. **Expand the Sample Size:** To overcome the limitation of a small sample size, future studies could aim to include a larger and more diverse sample of employees from the Cirebon Regency Education Office. This would provide a more representative picture of the factors influencing employee performance within the organization.
2. **Diversify Sampling Methods:** Instead of relying solely on accidental sampling, researchers could employ more rigorous sampling techniques such as stratified random sampling or cluster sampling. This would help ensure a more unbiased and representative sample that accurately reflects the entire employee population.

3. Use Mixed Methods Approach: While the current study used self-reported questionnaires, future research could incorporate a mixed methods approach by combining quantitative data with qualitative insights. This could involve conducting interviews or focus groups to gather in-depth perspectives on the factors influencing employee performance.
4. Include Control Variables: To obtain a more comprehensive understanding of the factors influencing employee performance, future studies could consider the inclusion of control variables. Factors such as job satisfaction, organizational culture, leadership styles, or work-life balance could be examined alongside ability and motivation factors to identify their individual and combined effects on employee performance.
5. Replicate the Study in Different Settings: To enhance the external validity and generalizability of the findings, researchers could replicate the study in different educational offices or institutions beyond the Cirebon Regency. This would provide a broader perspective on the factors influencing employee performance in various contexts and help identify any unique or context-specific factors.
6. Longitudinal Study Design: Instead of relying on cross-sectional data, a longitudinal study design could be adopted to examine the factors influencing employee performance over an extended period. This would allow researchers to observe changes in ability, motivation, and performance over time and identify any causal relationships between these variables.
7. Intervention Studies: Researchers could design and implement intervention studies to test the effectiveness of strategies aimed at improving employee performance. By implementing targeted interventions based on the identified factors, such as training programs to enhance abilities or motivational initiatives, researchers can assess the impact of these interventions on employee performance outcomes.
8. Comparative Studies: Conducting comparative studies between different educational offices or departments within the same region or across different regions could provide insights into variations in the factors influencing employee performance. Comparisons could be made based on factors such as organizational structure, resource allocation, or management practices to identify best practices and areas for improvement.

By incorporating these suggestions into future research, a more robust and comprehensive understanding of the factors influencing employee performance at the Cirebon Regency Education Office and similar educational institutions can be achieved. This knowledge can contribute to the development of evidence-based strategies for enhancing employee performance and ultimately improving the overall effectiveness of educational organizations.

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