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Research Article

Employee Performance Is Affected By Work Motivation Function And Work Ability (Case Study In Training And Course Institutions, International Business Management In Garut District)

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Abstract: This research uses a descripttive quantitative method. Sources of research data, observation, interviews, questionnaires, and literature study. The research sample consisted of 40 employees, the sampling was saturated sampling. It is known that the results of the t (partial) work motivation show that if work motivation is maximized, employee performance will also increase. The results of the t-test (partial) of work ability show that if the work ability is improved, the employee's performance will also increase. Meanwhile, the results of the F test (simultaneous) show that the independent variable has an influence on the dependent variable. The coefficient of determination test results showed that work motivation and work ability contributed 51% to employee performance. Meanwhile, the remaining 49% is explained by other variables which have not been researched. The results of the descriptive analysis show that the largest proportion of employee performance is in the high enough category, while for work motivation and work ability the largest proportion is in the medium category. The results of this study concluded that it is very important for companies to manage their employees as well as possible so that their performance increases.

Keywords: Employee Performance, Employee Work Motivation, and WorkAbility.

1. Research background

Competition in today's business world is getting tougher, requiring every company to have good employees. Employees who have high morale will be able to achieve company goals, both short and long-term goals. Motivating employees can be done in various ways, including by providing fair wages, broad and wise selection of candidates for leadership, and leaders who have empathy for their subordinates. Apart from motivational factors, companies also need to improve employee employability through education and training, as well as job promotion, so that employee morale and performance can increase. The results of temporary observations at the Garut Regency International Business Management Training and Education Institute, the authors found several problems including low work motivation, which is caused by unmet needs, both personal needs and work facilities. In addition, another factor that is classified as low is capability, many company targets have not been achieved, both daily and annual targets. Because low work motivation and low workability, of course, have an impact on the low performance of the company. Therefore, based on the background of the results of the preliminary study, the authors are interested in conducting research related to the subject and object of research, namely employee performance, work motivation, and workability (Case study at the International Business Management Training Institute and Courses in Garut Regency).

2. Identification of problems

In this study, there are several problems that want to be discussed as well as being the topic of this research at the International Business Management Training Institute and Courses in Garut Regency, namely as follows:

1. How are the employee's performance, work motivation, and employee workability.
2. How much employee performance is partially influenced by work motivation.
3. How much employee performance is partially influenced by workability, and
4. How much employee performance is influenced jointly by work motivation and workability.

3. Theoretical basis

The motif comes from Latin, the origin of the word "Movere" which means to move. According to Wiener (1990), motivation is an internal condition that encourages a person to act or move to achieve certain goals and makes individuals continue to carry out these activities. Uno (2007) defines motivation as a condition that encourages internal and external people as indicated by wants and interests, drives and needs, hopes and ideals, appreciation, and respect. Meanwhile, according to the opinion of Richard L. Daft (2011), work motivation is a power that comes from within and from outside a person and generates enthusiasm and persistence in working to achieve something desired. So it can be concluded from the above definition, that motivation is a condition that spurs a person from within himself and is influenced from outside himself to do a job, in achieving a certain goal. Malayu Hasibuan (2007) in her book Organization and Basic Motivation for Maximizing Productivity divides motivation into two types, namely positive incentives, which is the type of motivation by giving rewards to employees or employees who have self-motivation to succeed. This will increase among motivated people, because, in general, humans like to accept good things. Meanwhile, negative motivation (negative incentives) is motivation by punishing people who are not achieving or have low achievement. By motivating this negative spirit in the short term it will increase, for fear of punishment, but in the long run, it can have a negative impact. Many experts have discussed motivation, including classical motivation theory, Taylor theory, Abraham Maslow's hierarchy of needs theory, ERG theory (existence, connectedness, and growth), Clayton Alderfer for McClellan's theory of needs, two-factor theory. Accounting for the expectations model Herbage, Porter, and Porter and Lowlier, and others. In this research, there are many things that direct or encourage employee behavior, or someone's desire to act and work to obtain a need. Therefore, Ishak and Henri, (2003) categorize six characteristics of people who have high achievement motivation, namely, work according to standards, seang works, feel valued, work hard, supervision, and high morale. In this study, one of the six achievement characteristics, namely "high morale" was not studied.

According to Robbins (2012) workability is a person's ability to carry out various tasks in a particular job. Malayu Hasibuan (2003) defines workability as the work achieved by a person in carrying out the tasks assigned to him based on skills, experience, seriousness, and time. Robbins and Judge, (2008) divide workability into two types, namely intellectual ability and physical ability. Intellectual capacity is a skill that a person needs to carry out various mental activities, think, reason, and solve problems. There are seven dimensions that make up the most frequently mentioned abilities, namely numerical intelligence, verbal comprehension, speed perception, inductive reasoning, deductive reasoning, spatial visualization, and memory. Physical Ability is the ability to perform tasks requiring stamina, skills, strength, and similar traits. This physical ability is similar to the ability for creativity, for example, jobs that require stamina, physical agility, leg strength, or similar talents require management to identify employees' physical abilities. Therefore, the workability of employees needs to be assessed by the company which is useful for promotion, payroll policies, evaluation of work results, monitoring, and meeting the needs of work facilities (Handoko, 2001). Based on the theoretical basis above, in relation to this research, the authors use three indicators of measuring workability according to Robbins, Stephen, P. (1996), namely:

1. Ability to work is a condition in which a person is able to work to complete a job, 2. Education is an activity to increase knowledge, increase mastery of theory and skills in solving work problems, and 3. tenure is when employees work.

According to Davis, (In Mangkunegara, 2005), human performance is influenced by workability and motivation; Motivation is influenced by attitudes and environment; Situations are influenced by knowledge and skills. Performance according to Sulaiman (2007) is something that results from a product or service, within a certain period of time, and in a certain size by a person or group of people through skills, abilities, knowledge, and experience. This performance achievement cannot be separated from strong internal and external motivations. Stanton (In Mangkunegara, (2002) suggests that personal motivation is the need to achieve personal goals in order to achieve them. High motivation causes changes in individuals; they are willing to work hard, enjoy working, are able to complete

their work, and are responsible for their work even though they are not supervised. In addition to work motivation, the ability also affects a person's performance, both intellectual abilities, and physical abilities. Agus Dharma, (1991) explains in his book Performance Management (Practical Guidelines for Supervisors to Improve Job Performance), almost all expert opinions measure individual performance, both in terms of quantity, quality, and timeliness. Quantity of work is the volume of work completed by an employee. Quality can also be defined as a level, where the process or result of activity has reached the expected value of perfection. Quality measures reflect the level of satisfaction so that a well done. Timeliness is used to see the level of employee performance. Timeliness can be seen from whether or not the planned time is suitable. Working time is very important as a consideration in the quality and quantity of an employee's performance. Therefore, in relation to the discussion of this study, the authors use three indicators of employee performance according to Agus Dharma, namely quantity, quality, and timeliness.

4. Framework

The achievement of company goals in the short and long term is highly dependent on the performance of its employees. Highly motivated employees can work optimally, work according to standards, on time, and in large volumes. Apart from the motivation factor, the factor that is considered to influence performance is capacity. Employees who have high capacity supported by good physical abilities will have maximum performance, but vice versa, even though these employees have high morale, but are not supported by high capacity, their work results are still low. Hence, every company must manage its employees properly, because employees have an important role for the company. Any company can at any time rate its employees, and how they work. Based on the theoretical framework above, so that I can describe it into his research paradigm, which is as follows.

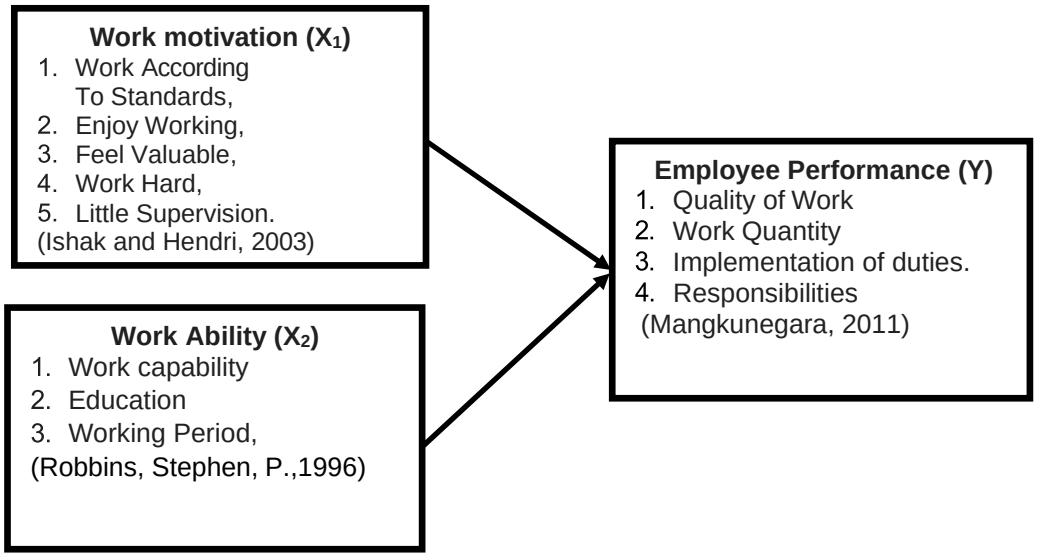

Figure 1.1. Research paradigm

5. Research Hypothesis

The location of this research is at the International Business Management Training Institute and Courses in Garut Regency. The following hypotheses are proposed in this study, namely:

1. The level category of employee performance, work motivation, and employeeworkability.
2. Employee performance is partially influenced by work motivation.
3. Employee performance is partially affected by workability, and
4. Employee performance is influenced jointly by work motivation and workability.

6. Research methods

Descriptive research methods are used to test populations and samples, to prove predetermined hypotheses. Many research results on linear regression have studied two or more variables, the rate of change in one variable, and the rate of change in another variable. The choice of quantitative descriptive method is based on the purpose of this study, namely to test the extent to which the level of employee performance is partly influenced by work motivation and workability and to test the extent to which the level of employee performance is influenced by work motivation and workability.

The sample is part of the population or part of the population studied. In this study, the determination of the sample was carried out by means of a census. According to Sugiyono (2002), the census is a sampling technique, all members of the population are sampled. Another term for the census is saturated sampling. This type of sample includes non-probability sampling, which means a technique that does not provide different opportunities for each element or member of the population to be selected as a sample (Sugiyono, 2001). Referring to Sugiono's opinion, the sample of this research is all employees at the International Business Management Training and Course Institute in Garut Regency as many as 40 people consisting of employees who have different fields of work.

The data used in this study were questionnaires, interviews, and literature study. The questionnaire is an actively written data technique in the form of questions given to respondents related to the variables studied, the number of questions, the scores are given, and the interpretation of answers. The interview is a data collection technique by asking respondents directly related to the problems being studied. The interview was conducted because the researcher wanted to conduct a preliminary study. Meanwhile, the literature study is the collection of research data by reviewing or reading sourcebooks related to research or research variables. Example; books, journals, articles, or other required documents.

Variable operations are needed in research to make it easier to provide assessments, variations in values, people, objects, or activities to make it easier to understand. Operation is a guideline for how a variable is measured (Masri Singarimbun, 2003). Meanwhile, the variable is a concept that has various values. Variables are also defined as logical groupings of two or more attributes (Margono, 2007). This variable is the quality of the researcher's learning and its conclusions (Kidd, in Sugiono, 2008). Based on the definitions of the experts above, the writer can classify the variables into two types, namely the independent variable and the dependent variable. Part of the independent variable is work motivation and workability. Meanwhile, employee performance is called the dependent variable. For more details regarding the operational variables, it is presented in the following:

Table 3.1. Operational Variable

Variable	Dimensions	Indicator	Scale
Work motivation (X1) (Ishak and Hendri, 2003)	1.Work according to standards, 2.Enjoy working, 3.Feel valuable, 4.Work hard, and, 5.Little supervision.	1. Interest in work now	Ordinal
		2. The existence of togetherness at work	Ordinal
		3. Do a good job of doing the job now	Ordinal
		4. Feeling that the workload is still within reasonable limits	Ordinal
		5. The same achievement opportunities as other colleagues	Ordinal
		6. Make targets for completing work	Ordinal
		7. Workplace regulations make work better	
		8. Leaders pay attention to subordinates	Ordinal
Workability (X2) (Robbins,	1. Work Capability, 2. Education, and, 3. Working Period	1. Able to understand everything related to the field of work quickly	Ordinal
		2. Able to independently carry out	Ordinal

Stephen, P. (1996)		tasks without having to wait for instructions from superiors	
		3. Able to overcome problems that arise in work	Ordinal
		4. Educational background in accordance with the field of work	Ordinal
		5. Job training aims to improve job completion skills	Ordinal
		6. The level of education accelerates understanding everything related to work	Ordinal
		7. The company provides the opportunity to get a promotion according to tenure and achievements	Ordinal
		8. Opportunity to participate in the decision-making process based on work experience	Ordinal
		9. With work experience that is owned, has the responsibility to carry out job duties	Ordinal
Employee Performance (Y) (Mangkunegara, 2011)	1.Quality of Work, 2.Work Quantity, 3.Implementation of duties, and, 4.Responsibilities.	1. In carrying out work, rarely make mistakes	Ordinal
		2. The performance according to the leadership was very satisfying	Ordinal
		3. You rarely get complaints about performance	Ordinal
		4. Including people who are creative in carrying out work	Ordinal
		5. Trying to find new ways that can speed up work	Ordinal
		6. Performance is in accordance with the goals set by the company	Ordinal
		7. Successfully achieved the target set by the company	Ordinal
		8. Responsible for the performance performed	

7. Validity Test And Reliability Test

Validity Test

The validity test is being able to measure what you want to measure, exactly what you want to measure. According to Sugiono (2018), this eventuality is the datum equation reported by the researcher, with directly obtained datum, which appears in the research object. The validity test of each question is obtained by comparing the r count with the r table, where df = n-2 (significance 5%) is the number of samples. If a significant value> than $\alpha = 0.05$ then it can be said to be valid. This validity test uses the IBM SPSS Statistics program.

Reliability Test

Reliability test is the degree of consistency and stability of data or findings, Sugiyono (2018). Unreliable data cannot be processed further because it will produce biased conclusions, a measuring instrument that is considered reliable if the measurement shows reliable results. consistent over time. If the Cronbach Alpha value $\alpha > 0.60$ then it is reliable If the Cronbach Alpha value $\alpha < 0.60$ then it is not reliable. This validity test uses the IBM SPSS Statistics program.

8. Classic assumption test

Normality Test

Normality test using the Kolmogorov Smirnov test. The Kolmogorov Smirnov test is to compare the distribution of data (to be tested for normality) with the standard normal distribution. The standard normal distribution is data that has been transformed into a Z- Score and is assumed to be normal. To test whether the data is normally distributed or not, the Kolmogorov-Smirnov Test statistical test is performed. Residuals are normally distributed if they have a significant value> 0.05 (Imam Ghozali, 2011). The test criteria are: If the significance (sig)> 0.05 then Ho is rejected and the data is normally distributed If the significance (sig) <0.05 then Ho is accepted and the data are not normally distributed Normality test for data analysis in this study using SPSS Statistics.

Multicollinearity Test

Multicollinearity is a condition where there is a linear relationship or high correlation between each independent variable in multiple linear regression models. Multicollinearity usually occurs when most of the variables used are interrelated in a regression model. The multicollinearity test can be done in two ways, VIF (variance inflation factor) and tolerance value. To test for multicollinearity by looking at the VIF value of each independent variable, if the VIF value is 10 and the tolerance value is ≥ 0.10, it can be concluded that the data is free from multicollinearity symptoms. If the VIF is ≥ 10 and the tolerance value is 0.10, there is a symptom of multicollinearity. Multicollinearity test for data analysis in this study using SPSS Statistics.

Heteroscedasticity Test

Heteroscedasticity is used to see whether there is an inequality of variance from the residuals of one observation to another. The prerequisite that must be met in the regression model is the absence of heteroscedasticity symptoms. To detect heteroscedasticity, namely: If the significance (sig). > 0.05, there is no heteroscedasticity If the significance (sig). <0.05 then heteroscedasticity occurs Heteroscedasticity test for data analysis in this study using SPSS Statistics.

9. Hypothesis testing

Hypothesis testing in this study consists of test testing multiple linear regression, coefficient of determination, partial hypothesis, and simultaneous hypothesis. The following describes each of these hypothesis testings:

Multiple Linear Regression Test

This analysis uses the following equation formula (Sugiyono, 2012). Information: Subject in the predicted dependent variable in this case Employee Performance = Y, price if X = 0 (constant price) = direction number or regression coefficient, which shows the number of increases or decreases in the independent variable. If b (+) increases, if (-) then decreases

= independent variable, namely: Work Motivation = independent variable, namely: Work Ability Multiple Linear Regression Test for data analysis in this study using SPSS.

Determination Coefficient Test (R2)

According to Imam Ghozali, (2013) states the following: The coefficient of determination is a measure of the ability of the model to explain the variation of the dependent variable. If (R2) is obtained close to 1 (one), it can be said that the stronger the model explains the relationship of the independent variable to the dependent variable. Conversely, if (R2) gets closer to 0 (zero), the weaker the influence of the independent variable on the dependent variable. The formula is as follows: KD = r2 x 100% Information: KD = coefficient of determination sought r2 = correlation coefficient. The determination coefficient test (R2) for data analysis in this study used SPSS Statistics.

Partial Test (t-test)

The partial test (t-test) with the hypothesis formula is as follows: the t-count is then compared with the t table in accordance with the predetermined α. As for how to find t-table can use t-table = nk-1 Decision-making criteria: I = 0, meaning that partially the independent variable has no significant effect on the dependent variable: I ≠ 0, meaning that the independent variable partially has a significant effect on the dependent variable Partial test (t-test) for data analysis in this study using SPSS Statistics.

Simultaneous Test (Test F)

Simultaneous Test (Test F) to determine the effect of independent variables on the dependent variable simultaneously, criteria: I = 0, meaning that the independent variable cannot simultaneously explain the dependent variable: I ≠ 0, meaning that the independent variable can simultaneously explain the dependent variable. Simultaneous Test (F Test) for data analysis in this study using SPSS Statistics.

10. Results and research discussion

Validity and Reliability

Validity Test

Instrument validity, measurement by comparing r-count with tables. Where Df = (n-2)

= 38, where α = 5% is 0.271. The results of the calculation are obtained that r count is greater than r table. Then these three variables; work motivation, workability, and employee performance can be said to be valid. The calculations are assisted by the SPSS program, as follows:

Table 4.1. Validity Test

Work motivation (X_1)			**Work Ability (X_2)**			**Employee Performance (Y)**			**Information**
Item	r, count	r table	Item	r, count	r table	Item	r, count	r table	Valid
1	0,472	0,271	1	0,535	0,271	1	0,831	0,271	Valid
2	0,424	0,271	2	0,28	0,271	2	0,726	0,271	Valid
3	0,798	0,271	3	0,33	0,271	3	0,86	0,271	Valid
4	0,531	0,271	4	0,77	0,271	4	0,851	0,271	Valid
5	0,458	0,271	5	0,724	0,271	5	0,776	0,271	Valid
6	0,752	0,271	6	0,682	0,271	6	0,617	0,271	Valid
7	0,752	0,271	7	0,395	0,271	7	0,854	0,271	Valid
8	0,798	0,271	8	0,535	0,271	8	0,732	0,271	Valid

(Source: Primary data processed, 2020)

Reliability Test

The reliability instrument, in the questionnaire, was measured by comparing Cronbach's Alpha with reliability. The calculations are assisted by the SPSS program. The obtained reliability value is greater than Cronbach's 0.6. The calculations are assisted by the SPSS program, as shown in the table below:

Table 4.2. Reliability Test

Variable	**Cronbach's Alpha**	**Information**
Work Motivation (X1)	0,80	Reliable
Work Ability (X2)	0,62	Reliable
Employee Performance (Y)	0,90	Reliable

(Source: Primary data processed, 2020)

Classic assumption test

Normality Test

The data normality test used a one-sample Kolmogorov Smirnov provided that if the significant value is greater than 5% or 0.05, it is normally distributed. Meanwhile, if Kolmogorov Smirnov "is greater than 5% or less than 0.05, it is not normally distributed. The

Kolmogorov Smirnov test results show the calculated KS value and significance greater than 5% or 0.05, it can be concluded that the three variables; work motivation, workability, and employee performance, normally distributed, as shown in the table below.

Table 4.3 Normality Test

Variable	K-S Count	Asymp. sig.	Information
Work Motivation (X1)	0,923	0,362	Normal
Work Ability (X2)	0,766	0,6	Normal
Employee Performance (Y)	1,104	0,174	Normal

(Source: Primary data processed, 2020)

Multicollinearity Test

Based on the multicollinearity formula, if the VIF value> 10 or if the tolerance value <0.1 then multicollinearity occurs. However, if the VIF value is <10 or if the tolerance value is> 0.1, multicollinearity does not occur. The calculation results in the table show that the work motivation variable has a VIF value of 1.136 and a tolerance of 0.88, while the work ability variable has a VIF value of 1.136 and a tolerance of 0.88. If, look at the VIF value <10 (multicollinearity occurs), but if you see the Tolerance value <0.1 (multicollinearity does not occur). This value explains that between the independent variables there is multicollinearity disorder or there is a correlation between the independent variables. The independent variables have a perfect or near perfect relationship.

Table 4.4. Multicollinearity Test

Variable	Tolerance	VIF	Information
Work Motivation (X1)	0,88	1,136	There is no multicollinearity
Work Ability (X2)	0,88	1,136	There is no multicollinearity

(Source: Primary data processed, 2020)

Heteroscedasticity Test

The regression model formula is said to be good if it does not meet heteroscedasticity if the homoscedasticity t-count is smaller than the t table at the 0.05 level. For the homogeneity test results, the t value is greater than the 0.05 level. Therefore heteroscedasticity is not met, and homoscedasticity is adequate. So it can be concluded that the heteroscedasticity requirements are met. The calculations are assisted by the SPSS program, as shown in the table below.

Table 4.5. Heteroscedasticity Test

Variable	r, count	Sig. t
Rank of Work Motivation (X1)	-1,861	0,071
Rank of Work Ability (X2)	0,052	0,959

(Source: Primary data processed, 2020)

11.

12. Hypothesis testing

Multiple Linear Regression

Based on the results of the calculation of the Multiple Linear Regression Test with the equation the formula is: Y = a + b1X1 + b2X2, Y = -8,522 + 0.496 X1 + 0.623X2. Given that the constant value is (-8,522). So, if it is assumed that the functions of the variables X1 (Work Motivation) and X2 (Work Ability) do not exist, then Y (Employee Performance) will decrease by (8,522). And it is known that the Regression Coefficient (b1) is (0.496). This means that if the function variable X1 (Work Motivation) increases by one unit, then the Y (Employee Performance) variable also increases by one unit. While it is known that the regression coefficient (b2) is (0.623 units). This means that if the X2 function (ability) increases by one unit, then the Y variable (employee performance) also increases by one unit. So the conclusion from the results of the Variable Test with Multiple Linear Regression, namely both simultaneous testing, and partially the function of the variable work motivation,

and work ability have a contribution to the increase in employee performance. The results of the calculation of the Multiple Linear Regression Test with the help of SPSS are as shown in the following table.

Tabel 4.6 Multiple Linear Regression

variables	Regression Coefficient	Standard Error	t, count	Sig, (2-tailed)
Work Motivation (X1)	0,496	0,133	3,735	0,001**
Work Ability (X2)	0,623	0,187	3,328	0,002**
Constant				-8,522
R				0,713
R Square				0,508
F				19,104
Sig, F (p)	0,000**			

** sig. At α = 0.05

(Source: Primary data processed, 2020)

Determination Coefficient Test (R2)

Based on the test results of the coefficient of determination, with the help of the calculation of the SPSS program, the contribution of the independent variable R-squared to the dependent variable is 0.508, meaning that the size of the variable function of work motivation and work ability contributing to employee performance is 51%. While the remaining 49% is explained by the influence of other variable functions which are not discussed in this study.

Partial Test (t-test)

For the results of the t-test (partial) work motivation, the t-count is (3,735) and t-table (2,026). Significance level (0.00). Based on the provisions of the t test, if t is less than 2.026 then the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted, and if t is greater than 2.026 then the null hypothesis (Ho) is accepted, and Ha (The alternative hypothesis is rejected). The results of the t test (partial) can answer the previously proposed hypothesis supported by the relevant theoretical basis. So the conclusion is that employee performance partially and positively can be influenced by the work motivation function of (3,735). For the results of the t-test (Partial) Work Ability, obtained t-count (3.328) and t-table (2.026). Significance level (0.00). Based on the provisions of the t test, if t is less than 2.026 then the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted, and if t is greater than 2.026 then the null hypothesis (Ho) is accepted, and Ha (The alternative hypothesis is rejected). The results of the t test (partial) can answer the previously proposed hypothesis supported by the relevant theoretical basis. So it can be concluded that employee performance partially and positively can be influenced by the work ability function of (3,328).

Simultaneous Test (Test F)

Analysis of the F Test (Simultaneous) obtained the results of F count (19.104) and F table (3.252), the level of significance (0.00), the provisions of the F test, namely if F count is less than 3.252 then Ho is rejected, and if F count is greater than 3.252 then Ho was accepted. The results of the F Test (Simultaneous) can answer the previously proposed hypothesis supported by the relevant theoretical foundation. So the conclusion is that employee performance can be simultaneously and positively influenced by the function of work motivation and work ability (19,104).

Descriptive Analysis

The results of descriptive analysis for employee performance variables, the largest distribution was in the fairly high category, namely 51%, then the high category was 21%, the very high category was 16%, the low category was 7%, and the very low category was 5%. category. For descriptive analysis of work motivation variable, the largest proportion of distribution is in the medium category, namely 58%, followed by the high category of 20%,

11% very high, 9% very high, and 4% very low. And for the descriptive results of the variable distribution of medium work capacity with 48%, followed by the advanced category with 25%, 23% very high and 5% low. In conclusion, the higher the level of work motivation and work ability, the higher the performance of employees at the International Business Management Training Institute and Courses in Garut Regency ".

13. Conclusion

The conclusion from the results of research at the International Business Management Training Institute and Course in Garut Regency, is as follows: First, work motivation t-test (partially) shows a strong and positive influence on performance. Davis In Mangkunegara (Davis in Mangkunegara) believed that performance is influenced by the motivational function. The higher the work motivation, the higher the performance. Companies can influence employees by implementing two, namely positive and negative motivation. This strategy aims to make employees work harder to achieve the targets expected by the company. There are six factors used to measure employee motivation, as stated by Ishak and Henri, namely working according to standards, feeling valued, proud of their work, willing to work hard and work well even though they are not supervised by their superiors. Five of the six factors are in the moderate category.

Second, the t-test of the workability variable on employee performance shows a strong enough influence. Davis in Mangkunegara argues that performance is influenced by the function of workability. Employees who have good physical and intellectual abilities, can work well, understand every job description, can see and translate their assignments. The author uses three factors to measure employee performance, as suggested by Robbins, Stephen, P., namely the ability to work, education, and tenure. These three factors are in the medium category.

Third, the F test (simultaneous), work motivation, and workability have a very strong influence on employee performance. Davis in Mangkunegara argues that performance is influenced by the function of motivation and workability. The higher the work motivation and workability, the higher the performance.

The contribution of the two independent variables in the calculation of the coefficient of determination shows a value of 50.8%. Meanwhile, the remaining 49.2% is influenced by other variables. The level of performance of each individual varies depending on the abilities of each individual. Therefore, companies need to manage their employees as best as possible so that they can contribute to achieving goals. Companies need to conduct objective and periodic assessments for the sustainability and success of the company in the future, knowing that competition between companies is increasingly competitive.

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