

THE INFLUENCE, ABILITY, MOTIVATION OF PERFORM OF EMPLOYEES OFFICE IN ORDER TO PERAK PORT SURABAYA

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Abstract

Organizational success in improving management to be effective and efficient is inseparable from human resources. To achieve these objectives, it is necessary to have a job description of each employee in an organization. Hasibuan (2016) revealed that the job description (Job description) is written information that outlines the duties and responsibilities, conditions of work, employment relationships, and aspects of work at a particular position in the organization. Job description will provide the firmness and standard of work that must be achieved by an employee, which is the basis for establishing job specifications and job evaluations. An unclear job description will result in an employee not knowing his duties and responsibilities. This resulted in the work could not be completed properly. From the t-test it is known that work ability (X1) has a significant influence, which is designated with a significance value of less than 0.05 (5%), work motivation (X2) also has a significant effect with a significant value of 0,000 less than 0.05 (5%) influences the employee performance of Perhutani KPH Ngaw2 Regency has a significant effect on employee performance After verifying the hypothesis, it was found that the variable work ability (X1), and work motivation (X2), t had a partial influence on the performance of the employees of the Branta harbor class III port management unit because the Perhutani employees lacked work ability and high motivation which is shown to increase employee performance

Keywords: work ability, motivation, work, performance

Preliminary

Seeing the importance of job descriptions that must be given to employees in an organization, the role of training is something that must be carried out by employees in the organization. Improving the quality and work performance of employees in the organization can be obtained one of them by holding training. Any organization that wants its employees to work more effectively and efficiently should not rule out training issues at all. With the training, it is expected to improve the employee's work performance.

In carrying out the tasks of the Branta Class III Port Operator Unit, the effort to carry out its tasks is based on the mechanisms and procedures outlined by the organization. So the officers who served in the office of the Office were required to have technical skills and be able to improve the quality of work in carrying out their duties. But sometimes in carrying out these tasks do not pay attention to quality and not in accordance with what was previously targeted. An agency should produce quality in the implementation of work because government agencies play a very important role in supporting regional development. The success or failure of an area is very dependent on work performance or the performance of a government agency.

In order to participate in the successful implementation of development and create a fair and equitable society, one of the efforts undertaken is to strengthen the implementation of regional government through improving the quality and quantity of professional services by existing employees, because the implementation of equitable development throughout the territory of the Republic of Indonesia is very influenced by the administration of government itself.

Development of government employees or in this case Civil Servants is directed to improve the quality of work of employees so that they have more attitudes and behaviors that are based on service, honesty, responsibility, discipline and justice, so that in carrying out their duties and functions as civil servants, they can succeed successfully and can provide services and shelter to the community in accordance with the guidance of their conscience. To form the figure of the Civil Servants as mentioned above, it is necessary to carry out good and regular coaching, carried out continuously based on a combination of work performance systems and career systems that are emphasized on work performance systems. This is intended to provide opportunities for civil servants who excel to improve their abilities in a professional and healthy competency.

In addition, to improve professionalism and work performance or employee performance must also be considered welfare issues, so that the employee concerned can focus fully on the main daily tasks. Form of welfare here, among others, is the smooth delivery of salaries or other forms, so that each employee will certainly be more passionate and eager to work considering his welfare can be met

Employees who have the ability to coordinate work activities individually so that they are able to contribute to the achievement of the goals of the organization. Ability (ability) according to Robbins (2003: 145), as "the capacity of individuals to do various tasks in a job". He also added that the overall abilities of an individual are essentially composed of two, namely intellectual abilities and physical abilities. Intellectual ability is the ability needed to do activities mentally. Physical ability is the ability needed to perform tasks that require stamina, dexterity and physical strength.

Theoretical Basis

Motivation

Understanding motivation according to Robbins (2006) as a willingness to spend a high level of effort towards organizational goals, which is conditioned by the ability of these efforts to meet individual needs. Whereas Dharma (2005) argues that motivation comes from the word "movere" in Latin material which means to move. Various things that are usually contained in the definition of motivation include wants, hopes, needs, goals, goals, encouragement, and incentives (additional gifts). Widjaya (2013) argues "the driving force that is in a person is often called a motive". Thus it can be said that the motive is a mental state that encourages, activates or moves and directs and channels the behavior, attitudes and actions of someone who is always associated with achieving goals both organizational goals and personal goals of each member of the organization.

Motivation Theories

Many motivational theories put forward by experts to explain the nature of motivation. To help understanding about this, several major classifications of motivational theory need to be reviewed, which can be classified into 3 parts, namely:

Contents Theory

This theory emphasizes the importance of understanding the factors that exist in individuals that cause them to behave in certain ways. In this view, every individual has an inner need that causes them to be encouraged, pressured and motivated to fulfill it.

As mentioned by Maslow in Gistosudarmo and Sudita (2017: 30) that "Humans will be encouraged to meet the most powerful needs according to the time, circumstances and experiences concerned follow a hierarchy". At the time the needs expressed by Maslow, that needs have certain priorities, where people who are trying to achieve higher level needs,

Work ability

Human resources who have high capabilities greatly support the achievement of the vision and mission of the organization to immediately advance and develop rapidly, in anticipation of global competition. The ability that someone has will make it different from those who have average or ordinary abilities. Martoyo (2017) revealed that a number of employees in an organization or company environment is a separate society with different characteristics. Employees here do not stand alone, because they are and have relationships and relationships with each other. But between each individual has different attitudes, characteristics, personalities. Likewise in terms of ability, that all employees have strengths and weaknesses, which makes it relatively superior compared to other employees in carrying out certain tasks or jobs.

According to Siagian (2015) the ability to show the potential of people to carry out a task or job. The ability is closely related to the physical and mental abilities that people have to carry out work. Ability (ability) according to Robbins (2016), as an individual's capacity to do various tasks in a job. He also added that the overall abilities of an individual are essentially composed of two, namely intellectual abilities and physical abilities. Intellectual ability is the ability needed to do activities mentally. Physical ability is the ability needed to perform tasks that require stamina, dexterity and physical strength

Methodology

Variable Measurement

According to Sugiyono (2010) "Likert scale is used to measure the attitudes, opinions and perceptions of a person or group about social phenomena". With a Likert scale, the variables that will be translated into sub-variables. Then the sub-variables are translated into components as starting points for constructing instrument items which can be questions or statements which are then answered by respondents. To measure the variables that will be examined through the responses of respondents used a Likert scale, in this study each answer to the questions in the questionnaire was scored as follows: Strongly Disagree given a weighting of 1, Disagreeing given a weighting of 2, Quite Agreeing being given a weighting of 3, Agreeing given a weight of 4 and Strongly Agree given a weight of 5

Population and Research Samples

The population of this study were all employees of the Branta Class III Port Operating Unit as much as 300. The determination of the number of samples in this study used the statistical approach of Ferdinand (2006) with a margin of error of 10%. Here's the formula:

1. Documents and records relating to the data needed in this study.
Data source

Data sources used in this study are:

1. Primary Data, is data obtained directly from respondents in the field, in the form of respondents' responses about the ability, motivation and job description of the performance of the Branta Class III Port Operator Unit employees by using a questionnaire distributed to be filled out.
2. Secondary Data, Secondary Data is data originating from the Employees of Perak Port which are complementary in nature, the data in the form of history of the Perak Port Operator Unit Employees, literature.

Method of collecting data

The techniques or methods used in data collection are as follows:

1. The questionnaire method is a method of collecting data using a set of written questions addressed to respondents, namely employees of the Perak Port Implementing Unit.

The Documentary Method is a method of collecting data by studying and recording documents

RESEARCH RESULT

Table 1

Comparison table t-count with Significant

| Variable | t- test | Sign. |
|----------|---------|-------|
| X1 | 4,520 | 0,000 |
| X2 | 8,574 | 0,000 |

From the t-test it is known that work ability (X1) has a significant influence, which is designated with a significance value of less than 0.05 (5%), work motivation (X2) also has a significant effect with a

significant value of 0,000 less than 0.05 (5%) influences the employee performance of has a significant effect on employee performance in perak port

Discussion

After verifying the hypothesis, it was found that the variable work ability (X1), and work motivation (X2), t had a partial influence on the performance of the employees of the Branta harbor class III port management unit because the employees of Perak port lacked work ability and high motivation which is shown to increase employee performance

CONCLUSIONS AND RECOMMENDATIONS

Conclusion

Based on the test results using SPSS analysis to test the effect of work motivation, and Organizational Organizations on Job Satisfaction, the following conclusions can be drawn:

1. There is a positive and significant effect on employee work ability and work motivation on performance.

Based on the conclusions above, the suggestions obtained by the authors of this study are as follows:

The office of the Perak Port holding unit needs to know to increase work discipline for all employees of the Perak Port port management office party storage unit office Need to make a Job Discription of the job so that the employee's work ability can be seen to increase.

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