ANALYSIS OF THE INFLUENCE OF HUMAN RESOURCES COMPETENCE, MOTIVATION, WORK ENVIRONMENT AND THE ROLE OF LEADERSHIP ON THE PERFORMANCE OF ASSET STEWARD IN THE ORGANIZATION OF REGIONAL DEVICES SERDANG BEDAGAI REGENCY

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Abstract
The research objective is to test and analyse The Influence of Human Resources Competence, Motivation, Work Environment and the Role of Leadership on the Performance Of asset Steward in The Organization of Regional Devices (47 OPD) Serdang Bedagai Regency. The research is causal associative. The whole population is taken as the research samples (47 Asset Steward in The Organization Of Regional Devices). Hypothesis testing uses multiple linear regression with coefficient of determination, F-test and t-test. The results of this research indicate that the partial and simultaneous variables of human resources competence, motivation, work environment and the role of leadership have a significant positive effect on the performance of asset steward in The Organization of Regional Devices Serdang Bedagai Regency. The value of R Square obtained is 0.866 with the explanation that 86.6% variable of performance of asset steward is explained by human resources competence, motivation, work environment and role of leadership and 13.4% is explained by other variable outside variable which used in this research.

Keywords: Performance Of Asset Steward, The Human Resources Competence, Motivation, Work Environment and The Role of Leadership.

1. Introduction
To produce financial reports of local governments that are of particular quality regarding assets, it cannot be separated from the regional property management system itself. One of the regional property managers in the organization of regional devices (ORD) is the Asset Steward. The performance of Asset Steward very decisive in carrying out the orderly and accountable administration of regional property in ORD. According to Timple in Mangkunegara (2006), performance is influenced by internal and external factors. Internal factors are factors related to one's self, such as competence, motivation and individual commitment and job satisfaction. While external factors that affect performance include work facilities or infrastructure, compensation received both financially and non-financially, supervision, training, style / role of leadership and acceptance from the community.

There have been several previous studies on several factors that influence performance. These factors include competence factors such as Wulandari (2013), Rahmah R.R (2014) and Mohklas (2015). Furthermore, motivation is like research (Robbins, 2008), Lubis (2008), Sujana (2012) and others, stating that motivation has a significant effect on employee performance. The next factor is the work environment, Akhtar (2014) in his research suggests that the existence of a comfortable work environment will be able to increase satisfaction in working so that employees are more
committed to their organization. But research conducted by Logahan et al (2012) states that there is no significant influence on the work environment on employee performance. The next factor is the Role of Leadership, research like Ramli et.al (2014) and Murgiyati (2008) in his research states that leadership influences employee performance.

Serdang Bedagai Regency is one of the autonomous regions in Indonesia. From the summary of the results of the examination of the Republic of Indonesia Supreme Audit Agency (BPK RI) for the Regional Government Finance Report of Serdang Bedagai Regency every year, especially regarding regional property, there are still problems. The problems include the process of inventoring regional property, especially in the organization of the Organization of Regional Devices (ORD), which is still lacking in orderly, namely still found property belonging to regions that have not been recorded into inventory books and room inventory cards, and there are still some property belonging to the regions that have not been recorded in the code of assets and codes of location. Recording items to the inventory book also does not contain complete data such as location, type/brand, amount, size, price, year of purchase, origin of the assets, condition of the assets and so on. There is also the misuse of some of the property belonging to the region such as official vehicles where the use is not for office operations but is used as a private vehicle outside Serdang Bedagai Regency and various other asset issues.

2. Literature Review and Hypothesis
2.1. Literature Review

2.1.1. Performance
Dessler (2000: 41) argues that performance is work performance, namely the comparison between the results of work and the standards set. Meanwhile, according to Stoner (2006: 477), performance is the quantity and quality of work completed by individuals, groups or organizations. Likewise, the understanding of performance according to Mangkunagara (2002: 22) is that the work results both in quality and quantity achieved by someone in carrying out the tasks according to the responsibilities given. This theory emphasizes that performance is measured by the quantity or amount of work and the quality or quality of work produced.

According to Timple in Mangkunegara (2006), performance is influenced by internal and external factors. Internal factors are factors related to one's self, such as competence, motivation and individual commitment and job satisfaction. While external factors are all things that come from the environment that affect performance, such as work facilities or facilities and infrastructure, compensation received both financially and non-financially, supervision, training, leadership style and acceptance from the community.

The Asset Steward is the General Functional Position entrusted with the task of receiving, storing, issuing, administering regional property to the Property User. Thus the performance of the User's Goods Management is related to the level of success of the implementation of Principal Duties and Functions (Auth) of the asset steward which consist of Bookkeeping of Regional Property, Inventory of Regional Property and Reporting of Regional Property.

2.1.2. Human Resource Competence
According to Byars and Rue (1997), competence is a trait or characteristic needed by a position holder to be able to carry out a position well, or it can also mean a person's characteristics / characteristics that are easily seen including knowledge, expertise and behavior that allows it to work. According to Hutapea and Thoha (2008: 28), there are 3 (three) main components that make up the competencies, namely Knowledge, Skill and
Attitude. While according to Zwell (2008: 56-58), several factors that can influence a person's competence are Beliefs and Values, Skills, Experiences, Characteristics of Personality, Motivation, Emotional Issues, Intellectual Abilities and Organizational Culture.

2.1.3. Motivation
According to Uno (2007), motivation can be interpreted as an internal and external impulse in a person indicated by existence; passion and interest; encouragement and need; hopes and ideals; awards and honors. There are 2 (two) factors according to Jae (2000) which can be used to measure motivation, namely Intrinsic Factor, a measure of motivation which can be seen from the need for achievement and interests in the form of personal satisfaction, work experience, pride in achievement and challenges in work and Extrinsic Factors, namely the motivation factor measured by job security, salary, praise, recognition and promotion.

2.1.4. Work Environment
The work environment according to Sedarmayanti (2001: 1) is the entire tooling and material equipment faced, the surrounding environment in which a person works, his working methods, and work arrangements both as individuals and as a group. The work environment indicator according to Nitisemito (1992: 159) is the work atmosphere, relations with colleagues and the availability of work facilities.

2.1.5. Role Of Leadership
Leadership according to Sutarto (1998b: 25) is a series of structuring activities in the form of the ability to influence the behavior of others in certain situations in order to be willing to work together to achieve the stated goals. Leadership is the ability and skill of someone who holds a position as leader to influence others, especially his subordinates, so that they behave positively in achieving organizational goals. According to Siagian (2002: 62), the indicator of role of leadership consists of (1) the role of interpersonal, that is a leader in a company or organization is a symbol of the existence of an organization, a leader is responsible for motivating and giving direction to subordinates and a leader has a role as connector. (2) The role is informational in that a leader in the organization has a role as a giver, recipient and analyzer of information, and (3) The role of the leader in decision making means that the leader has a role as a policy determinant to be taken in the form of business strategies that are able to develop innovation, take opportunities or opportunities and negotiate and conduct business consistently.

The conceptual framework that will be used can be described as follows:

![Conceptual Framework Diagram]

**Picture 1. The Conceptual Framework**

2.2. Hypothesis
Based on research background, problem formulation, review of theory and concept framework, the proposed research hypothesis is Human Resource Competence,

3. Method
3.1. Types of Research
This type of research is causal associative research that aims to determine the causal relationship between two or more variables. The method used in this research is survey method. Sugiono in Lubis (2016: 17) states that survey research is a quantitative research method conducted in the population and aims to obtain data that occurred in the past or present regarding beliefs, opinions, characteristics, behaviors and relationships between sociological variables and psychological. In addition, survey research aims to test several hypotheses about data from a sample of a particular population, where data collection techniques used in both interviews and questionnaires are not in-depth and research results tend to be generalized.

3.2. Population and Research Sample
The population in this study were all the asset steward in The Organization Of Regional Devices (ORD) in Serdang Bedagai Regency totaling 47 ORDs.

3.3. Operational Definition and Variable Measurement Methods
Operational definitions are as in table 3.1. Variable measurement uses a Likert scale where respondents are asked to state their perceptions by selecting one value on a 1-5 scale against the questions posed with a score of 5 (SS = Strongly Agree), 4 (S = Agree), 3 (R = Doubt), 2 (TS = Disagree), and 1 (STS = Strongly Disagree).

<table>
<thead>
<tr>
<th>Table 1. Operational Definition and Variable Measurement Research</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Variable Name</strong></td>
</tr>
<tr>
<td>------------------</td>
</tr>
<tr>
<td><strong>Dependent Variable</strong></td>
</tr>
<tr>
<td>Performance of Asset Steward</td>
</tr>
<tr>
<td><strong>Independent Variable</strong></td>
</tr>
<tr>
<td>Human Resource Competence (X₁)</td>
</tr>
<tr>
<td>Motivation (X₂)</td>
</tr>
</tbody>
</table>
### Independent Variable

**Work Environment (X₁)**
Perception regarding the overall facilities and infrastructure around the workers that can be used for work process activities so that the desired work productivity is achieved.

|--------------------|---------------------------------|-----------------------------------|

**Role Of Leadership (X₄)**
Perceptions of leadership participation in order to influence and direct others and their subordinates to carry out their work activities effectively and efficiently so that organizational goals can be achieved.

<table>
<thead>
<tr>
<th>1. Interpersonal Roles</th>
<th>2. The Role is Informational.</th>
<th>3. The Role of the Leader in Decision Making</th>
</tr>
</thead>
</table>

### 3.4. Data Analysis Method
The data analysis method used to test the hypothesis is multiple linear regression analysis which aims to test and analyse, both simultaneously and partially how much influence the Human Resource Competence, Motivation, Work Environment and Role of Leadership on the Performance of Asset Steward in the Organization of Regional Devices of Serdang Bedagai Regency. All data obtained by researchers were processed using SPSS software through questionnaires that had been collected.

### 3.5. Classic Assumption Test
There are several criteria for classical assumption requirements that must be met, namely normality test, heteroscedasticity test, and multicollinearity test.

**Normality Test**
The purpose of the normality test is to test whether in the regression model, confounding or residual variables have normal distribution (Ghozali, 2013: 160). Normality tests can be done using graph analysis and statistical analysis. Criteria for data normality by looking at the histogram graph is by looking at the shape and slope of the curve. If the shape of the curve has a slope that tends to draw, both on the left and right sides and resembles a bell image that is almost perfect then the data is normal.

**Heteroscedasticity Test**
Heteroscedasticity test aims to test whether in the regression model there is a residual variance inequality one observation to another observation (Ghozali, 2013: 139). Heteroscedasticity is tested by looking at scatterplot image patterns provided that the data spread above and below or around zero, the data points do not collect above or below, do not form a wavy pattern that widens and narrows and widens and spreads the points data should not be patterned.

**Multicollinearity Test**
Multicollinearity test aims to examine whether in the linear regression model there is a correlation between independent variables. A good regression model should not have correlation between independent variables. Multicollinearity test can be seen from the magnitude of the Tolerance and VIF (Variance Inflation Factor) values. Common values commonly used in decision making are: If the Tolerance value is <0.10 and VIF value > 10, multicollinearity does not occur (Ghozali, 2013: 106).

**Hypothesis Testing**
Hypothesis testing aims to find out the answers to the researchers’ initial assumptions about the effect of independent variables on the dependent variable in this study. This test is carried out after the data meets all the provisions of the classical assumption test.
Multiple Linear Regression Analysis
Hypothesis testing in this study was carried out with multiple linear regression model which aims to examine the effect of one dependent variable with two or more independent variables. The multiple regression equation of this study is formulated as follows:
\[ Y = \alpha + \beta_1X_1 + \beta_2X_2 + \beta_3X_3 + \beta_4X_4 + \epsilon \]

Information:
- \( Y \) = Performance of Asset Steward
- \( \alpha \) = constant
- \( \beta_1 \) = HR Competence regression coefficient
- \( \beta_2 \) = Regression coefficient Motivation
- \( \beta_3 \) = Regression coefficient of the Work Environment
- \( \beta_4 \) = Regression coefficient Role of Leadership
- \( X_1 \) = Human Resource Competence
- \( X_2 \) = Motivation
- \( X_3 \) = Work Environment
- \( X_4 \) = Role of Leadership
- \( \epsilon \) = Standard error at 5% level

Determination Coefficient Test (R2)
The coefficient of determination (R2) basically aims to measure the proportion or percentage of the contribution of independent variables to variations in the rise and fall of the dependent variable, or R2 in other words aims to see how much independent variables studied can explain the dependent variable where the value of R2 in this case: \( 0 \leq R^2 \leq 1 \).

F-Test
The purpose of the F test is to see whether all the independent variables together (X1, X2, X3, X4) have an influence on the dependent variable (Y) simultaneously. To find out the proposed hypothesis is accepted or rejected then testing the research variables by testing simultaneously through simultaneous significance test (statistical test F). The decision making criteria are as follows:
- \( H_0 \) is accepted if \( F \leq F_{table} \) at \( \alpha = 5\% \)
- \( H_1 \) is accepted if \( F > F_{table} \) at \( \alpha = 5\% \)

T-Test
The purpose of the t test is to see whether each independent variable (X1, X2, X3, X4) has a significant effect on the dependent variable (Y) partially. Decision making criteria:
- \( H_0 \) is accepted if \( t \leq t_{table} \) at \( \alpha = 5\% \)
- \( H_1 \) is accepted if \( t > t_{table} \) at \( \alpha = 5\% \)

4. Result and Discussion
4.1. Result
The following are the results of research conducted with the title of the analysis of the influence of human resource competencies, motivation, work environment and role of leadership on the performance of Asset Steward in the organization of regional devices Serdang Bedagai Regency.

Descriptive of Research Data
District General Description
The study was conducted on respondents who were the asset steward in the Organization of Regional Devices (ORD) Serdang Bedagai Regency. Serdang Bedagai Regency was
formed based on Law Number 36 of 2003 concerning the Establishment of Samosir Regency and Serdang Bedagai Regency in North Sumatera Province.

**Questionnaire Return Rate**

The study was conducted by distributing questionnaires to 47 the Organization of Regional Devices (ORD) in Serdang Bedagai Regency as research samples. There were 47 questionnaires distributed, those received were 45 questionnaires or the percentage rate was 95.74%.

**Descriptive Statistics**

The following is a table of descriptive statistics obtained from the answers to the research variables questionnaire.

<table>
<thead>
<tr>
<th>Descriptive Statistics</th>
<th>N</th>
<th>Minimum</th>
<th>Maximum</th>
<th>Mean</th>
<th>Std. Deviation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Performance Of Asset Steward</td>
<td>45</td>
<td>2.31</td>
<td>4.08</td>
<td>3.3476</td>
<td>.40846</td>
</tr>
<tr>
<td>Competence</td>
<td>45</td>
<td>1.57</td>
<td>3.86</td>
<td>2.8089</td>
<td>.53343</td>
</tr>
<tr>
<td>Motivation</td>
<td>45</td>
<td>1.43</td>
<td>4.00</td>
<td>2.8802</td>
<td>.61352</td>
</tr>
<tr>
<td>Work Environment</td>
<td>45</td>
<td>1.00</td>
<td>4.33</td>
<td>3.0900</td>
<td>.73924</td>
</tr>
<tr>
<td>Role Of Leadership</td>
<td>45</td>
<td>1.67</td>
<td>4.17</td>
<td>3.0602</td>
<td>.61528</td>
</tr>
<tr>
<td>Valid N (listwise)</td>
<td>45</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Primary Data, 2018 (processed data).

**Classical Assumption Test Results**

**Data Normality Test Results**

From the results of graph analysis it is known that the distribution of data shows a normal distribution pattern, thus the regression model meets the assumption of normality.

**Heteroscedasticity Test Results**

From the results of graph analysis it is known that there are no clear patterns, and the points spread above and below the number 0 on the Y axis, it can be concluded that heteroscedasticity does not occur.

**Multicollinearity Test Results**

Test results through Variance Inflation Factor (VIF) on the results of SPSS output table Coefficients, each independent variable has a VIF of no more than 10 and the tolerance value is not less than 0.1. Then it can be stated that multiple linear regression models are free from classical statistical assumptions and can be used in research.

**Hypothesis Test Results**

**Determination Coefficient Test Results (R²)**

The results of the determination coefficient measurement (R²) can be seen in the following table:

<table>
<thead>
<tr>
<th>Table 2. Determination Coefficient Test (R²)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td>1</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), X1, X2, X3, X4  
b. Dependent Variable: Y  
From the SPSS output it can be seen that the adjusted coefficient of determination (Adjusted R Square) is 0.866. This value means that 86.6% of the performance variables of the asset steward are explained by the variables of competence of human resources, motivation, work environment and role of leadership, and the remaining 13.4% is explained by other variables outside the variables used in this study.

**Test Results - F (F-Test)**

The F-test results can be seen in the SPSS output of the following ANOVA table:

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>Df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Regression</td>
<td>6.442</td>
<td>4</td>
<td>1.610</td>
<td>72.274</td>
</tr>
<tr>
<td>Residual</td>
<td>.891</td>
<td>40</td>
<td>.022</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>7.333</td>
<td>44</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* a. Predictors: (Constant), X1, X2, X3, X4
* b. Dependent Variable: Y

$F_{table}$ is calculated by $df_1 = k - 1$ where $k$ is the number of dependent and independent variables, namely $4 + 1 = 5$. So that $df_1 = 5 - 1 = 4$. While $df_2 = n - k$ so $df_2 = 45 - 5 = 40$. Seen from table distribution $F$ with $df_1$ and $df_2$ (4 and 40) obtained results of $F_{table}$ 2.61. Based on the F-test table, the $F_{count}$ value (72.274) $> F_{table}$ (2.61) and the significance value $0.000 < 0.05$ thus $H_0$ is rejected and $H_1$ is accepted. This means that all the independent variables (Human Resource Competence, Motivation, Work Environment and Role of Leadership) simultaneously have a positive effect on the dependent variable (the performance of asset steward).

**Statistical Test Results - t**

Partial test results (t-statistical test) can be seen in the following table:

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
<td>Tolerance</td>
</tr>
<tr>
<td>(Constant)</td>
<td>1.331</td>
<td>.152</td>
<td>8.756</td>
<td>.000</td>
<td></td>
</tr>
<tr>
<td>X1</td>
<td>.256</td>
<td>.100</td>
<td>.334</td>
<td>2.556</td>
<td>.014</td>
</tr>
<tr>
<td>X2</td>
<td>.340</td>
<td>.090</td>
<td>.511</td>
<td>3.779</td>
<td>.001</td>
</tr>
<tr>
<td>X3</td>
<td>.135</td>
<td>.048</td>
<td>.245</td>
<td>2.807</td>
<td>.008</td>
</tr>
<tr>
<td>X4</td>
<td>.232</td>
<td>.055</td>
<td>.349</td>
<td>2.606</td>
<td>.016</td>
</tr>
</tbody>
</table>

* a. Dependent Variable: Y

Based on table 4, it can be concluded as follows:

a. Variables of human resource competence have a significance level of 0.014 smaller than $\alpha = 0.05$ or $t_{count}$ of 2.556 is greater than $t_{table}$ 1.682 and regression coefficients are positive so that it can be concluded that partially the variables of human resource competencies have a positive and significant to the performance of asset steward in the organization of regional devices Serdang Bedagai Regency;
b. Motivational variables have a significance level of 0.001 smaller than \( \alpha = 0.05 \) or \( t \text{count} \) of 3.779 is greater than \( t \text{table} \) of 1.682 and regression coefficients are positive so it is concluded that partially the motivation variable has a positive and significant effect on the performance of asset steward in the organization of regional devices Serdang Bedagai Regency;

c. Work Environment variables have a significance level of 0.008 smaller than \( \alpha = 0.05 \) or \( t \text{count} \) of 2.807 is greater than \( t \text{table} \) of 1.682 and the regression coefficient is positive so it is concluded that partially the work environment variable has a positive and significant effect on the performance of asset steward in the organization of regional devices Serdang Bedagai Regency;

d. Variable Role of Leadership has a significance level of 0.016 smaller than \( \alpha = 0.05 \) or \( t \text{count} \) value of 2.606 is greater than \( t \text{table} \) of 1.682 and regression coefficients are positive so it can be concluded that partially the role of leadership variable has a positive and significant effect on the performance asset steward in the organization of regional devices Serdang Bedagai Regency;

Thus, based on the significance value that is smaller than the value of \( \alpha = 0.05 \) and \( t \text{count} \) value greater than \( t \text{table} \), it can be concluded that \( H_0 \) is rejected and \( H_1 \) is accepted, that is partially there is a positive and significant influence of Human Resource Competence (\( X_1 \)), Motivation (\( X_2 \)), Work Environment (\( X_3 \)) and Role of Leadership (\( X_4 \)) on the Performance Asset Steward (\( Y \)).

Based on the partial test that has been done, the regression model that is formed is:

\[
Y = 1.331 + 0.256X_1 + 0.340X_2 + 0.135X_3 + 0.232X_4
\]

A constant of 1.331 means that although there are no additions to the variables of competence of human resources, motivation, work environment and role of leadership, the performance of asset steward is 1.331. From the values received, each independent and dependent variable regression coefficient is positive, so it can be concluded that if there is an increase in the human resource competence, motivation, work environment and role of leadership, it will affect the performance of asset steward.

4.2. Discussion

a. The Effect of Human Resource Competence on the Performance of Asset Steward

From the results of research conducted, the number of asset steward with accounting and economics backgrounds is still relatively low compared to those that do not have accounting or other economic backgrounds. Likewise from the experience factor, there are around 51.06% of asset steward are still relatively new, namely under 3 (three) years of experience as asset steward. Thus, this is certainly an obstacle in the implementation of main tasks and functions (Auth) as the asset steward.

b. The Effect of Motivation on the Performance of Asset Steward

From the results of the study, partially, motivation affects the performance of asset steward in the organization of regional devices Serdang Bedagai Regency, but there are notes that must be considered, namely that from the results of the questionnaire, information about 28.8% felt dissatisfied with the incentives that the user received each month. Likewise, from the feeling of security and comfort in working on main tasks and functions (Auth), there were 31, 11% who answered that they did not feel safe and comfortable in doing their main tasks and functions
Thus, some of asset steward felt that they were not motivated in doing their tasks so that many of them asked themselves to be replaced as asset steward.

c. **The Effect of The Work Environment on the Performance of Asset Steward.**
   Partially the work environment also affects individual performance. Likewise the results of this study, there are still around 13.33% of respondents who answered disagree or were not satisfied with the atmosphere of the workplace (including cleanliness, lighting, calm, comfort and air circulation). Furthermore, regarding good working relations with superiors, subordinates and other employees, 26.66% felt that good working relationships with superiors and subordinates and other employees were not working well. Furthermore, there were 24.44% of respondents who stated that in ORD there were less work facilities and supporting facilities and infrastructure that could be used to support the implementation of regional property administration (Examples of Computers, Printers, Active Internet Networks and others).

d. **The Effect Role of Leadership on the Performance of Asset Steward.**
   From the results of the research conducted, it was found that the role of leadership influences the performance of employees but is still lacking, especially in conducting guidance and supervision in the administration of property belonging to the regions in the regional organization of the equipment they lead.

5. **Conclusions And Suggestions**

5.1. **Conclusion**
   Based on the results of the analysis of research data and discussion, the conclusions obtained are that Partially, Human Resources Competence, Motivation, Work Environment and Role of Leadership have a positive and significant effect on the Performance of Asset Steward in the Organization of Regional Devices Serdang Bedagai Regency. Then simultaneously, Human Resources Competence, Motivation, Work Environment and Role of Leadership have a positive effect on the Performance of Asset Steward in the Organization of Regional Devices Serdang Bedagai Regency.

5.2. **Research Limitations**
   The limitations of this study are as follows:
   a. This study only uses a survey method in the form of distributing questionnaires whose answers are based on respondents' perceptions. The type of statement in the questionnaire is closed and the researcher does not conduct a thorough interview to the respondent;
   b. The level of busyness or office activity is relatively high so that when the questionnaire was submitted, many Asset Steward could not directly fill out the questionnaire and the researchers could not provide assistance. Respondents were also partly less willing to conduct interviews for reasons of busy doing work. Thus, some of the answers given by respondents are perceived as subjective.
   c. The variables tested in the model developed in this study are only 4 (four) independent variables, namely: Human Resource Competence, Motivation, Work Environment and Role of Leadership;

5.3. **Suggestion**
   Based on the limitations of the research presented, then some suggestions from researchers are as follows:
a. To the next researcher to conduct the survey method by distributing questionnaires and also conducting interviews.
b. For further researchers to try to continue to provide assistance when respondents fill out the questionnaire given to avoid subjective and original answers. Subsequent research can also increase the number of independent variables such as internal audit and control systems.
c. The researcher suggests to the Serdang Bedagai Regency Government to improve the competence of human resources asset steward in all the organization of regional devices (ORDs) by continuing education and training, socialization, assistance and guidance in the administration of regional property.
d. The researcher recommends that the Serdang Bedagai Regency government go through the leadership of the ORD to create and improve a good work environment in order to encourage the performance of asset steward in the administration of regional property.

Reference
Ramli et.al. 2014. Role of Leadership in Improving Employee Performance at Samboja District Head Office Kutaikartanegara District. eJournal Administrative Reform, Volume 2, Number 1.


