

# EFFECT OF WORKING ABILITY AND MOTIVATION PERFORMANCE OF EMPLOYEES THE PARKS DEPARTMENT AND HYGIENE MAKASSAR IN SOUTH SULAWESI PROVINCE

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## ABSTRACT

This study aims to identify and analyze the ability, motivation and performance of employees in the Parks Department and Hygiene Makassar. It also analyzes the effect of the ability and motivation to work well together and partial on the performance of employees in the Parks Department and Hygiene Makassar. This study uses a quantitative approach. Respondents are employees in the Parks Department and Hygiene Makassar totaling 175 people. Sampling was done by random sampling technique stratified proportional. The data were analyzed using multiple linear regression analysis - d processing using SPSS version 16 program assistance. The result of analysis showed that together, all the independent variables: the ability and motivation to work under study have a significant influence on the performance of employees in the Parks Department and Hygiene Makassar. It can be seen from the results of inferential statistical test is a test that gives F calculated F value of 14.489 which is greater than the value of F table is 2.67 at 5% confidence level and degrees of freedom denominator equal to 171. The variable most dominant influence is motivation work compared to the ability of employees. It can be seen from the regression coefficients given that 0,383 to work motivation and amounted to only 0,201 for the variable capability. To improve the performance of employees in the Parks Department and Hygiene Makassar, advised employees improve the ability and motivation to work.

Key words : work ability, work motivation, and Performance

## 1. INTRODUCTION

The human resources of the organization has a variety of characteristics, including the ability to work, motivation and performance of its work. The three components are closely related and are in themselves employees who carry out everyday tasks.

Factors that influence the performance of a member of the organization, as elaborated by Mangkunagara (2001) (1) are: (1) the capability, this capability is generally divided into two, namely the potential ability (IQ) and the ability of reality (knowledge and skills), (2) factors of motivation, motivation is formed from the attitude of the employees in dealing with work situations. Motivation should be formed from scratch (by plan), not because of compulsion or accidental (by accident). Ability affects employee performance.

In connection with this, the policies issued by government agencies and the management of performance-based bureaucracy. It is intended to improve the quality of public services by government agencies. Management of performance-based government is expected to push any government officials to develop the potential of the resources within themselves and their organizations to continuously improve its productivity. "The performance of government agencies is an overview of the level of achievement of the objectives or goals of government agencies as the elaboration of the vision, mission and strategy of the government agency that indicates the success and failure of implementation of activities in accordance with program and policy set.

One of the government's strategic program of Makassar in managing the cleanliness of the city towards a healthy city is a program Makassar Not Rantasa (MTR). The program has not been running since proclaimed as expected. Some indications it is still much garbage are still scattered in the corners of the city and state of urban parks that are less well ordered. One factor that is believed to give effect to this phenomenon is related to the ability and motivation of employees working in government scope of Makassar especially those working in the Parks Department and Hygiene Makassar.

## 2. OVERVIEW OF THE LITERATURE ON ABILITY TO WORK, WORK MOTIVATION AND PERFORMANCE

According Gibson in (Blanchard, 2000) [2] ability is a trait that is innate or learned which allow someone the job. Demonstrate the potential ability of people to carry out tasks or work. The ability of employees to perform their duties is the embodiment of knowledge and skills possessed. It is as described by Blanchard: "The maturity of the work associated with the ability to do something. This relates to the knowledge and skills. Related to the concept of ability, skill or expertise of employees, Hersey and Blanchard (2006) [3] suggests there are three types of basic skills that should be possessed, either as a manager or as an executor, among others: (1) Technical Capability (Technical Skill) includes the ability to using the knowledge, methods, technical and equipment necessary to carry out certain jobs gained from the experience, education and training, (2) Social Skills (Social Skill) includes the ability to work through other people's motives that includes an understanding of the motivation and application of leadership effective, (3) Conceptual Ability (Conceptual Skill) is the ability to understand the complexity of the organization as a whole. That ability allows a person to act in accordance and compatible

with the objectives of the organization as a whole rather than simply on the basis of the purpose and integrity of the group itself.

The ability of employees is one of the decisive factors for the successful implementation of the tasks assigned to him, in this case the capabilities in accordance with the requirements of the job analysis. It is also expected that an employee can carry out its tasks effectively and efficiently, so that performance is getting better and growing.

Importance of ability according to Siagian (2005) [4] "because human as the most important element of the administration". An administrative process only occurs because there are two or more persons who have agreed to join in a formal way to achieve common goals for the common interest. In other words, humans are moving the administrative process towards a predetermined target.

In connection with this, Simamora (2001) [5] argues that the ability of human resources becomes important in large organizations, which control the problems concerning the availability of talented personnel in order to support the growth of organizations that have planned activities. According to Sirilamora, the quality of managerial personnel and high cost control is defined as the management of a large number of very talented personnel. Further, he said that Human Resources practices that either will produce an increase in the ability of an organization to attract and retain people are best. So the ability of human resources will be more effective in moving the administrative process when a human being is developed a potential /abilities supports the goal to be achieved.

Poerwadarminta (2000) [6], formulates capability as "the ability, skills, we try to force yourself". Moenir (2002) [7] argues that the ability derived from the basic afford that in conjunction with the task /job means can perform the task /job to produce goods or services as expected. Based on some opinions mentioned above, it can be seen that the ability is related to activities of the performance of duties or work performed by a person who produces the goods or services in accordance with the provisions applicable. In other words, that person is considered capable if unable to complete a job in order to obtain satisfactory results in terms of effective, efficient and rational.

The ability of a person's will can be carried out efficiently and effectively if it is supported by the skills acquired through education, training, experience and seriousness. Therefore, any organization regardless of its form will constantly strive to achieve the purpose of the organization is concerned with the effective and efficient. Effectiveness and efficiency greatly depends on whether the poor development of human resources /employee itself.

Based on the description above, it is clear that the implementation of the task as expected both in terms of quality and quantity will be achieved if the employees concerned have the required capability. The ability of employees referred to can be obtained through education, training and work experience.

Similarly, work motivation is formed of attitude (Attitude) an employee in a situation (situation) work. Mental attitude is a mental condition that encourages employees to self-employment or trying to achieve maximum performance. In order to improve work performance or the performance of employees, every organization must be able to generate a boost factor of the employee or self-motivation intrinsic that responsibility, recognition, personal development, relationships, and the desire to achieve. Which means those factors that can encourage each employee to be prepared mentally and physically to understand the main objectives and targets to be achieved by the organization.

According to Martoyo (2000) [8], the motivation is essentially a "process to try to influence a person to be able to do something that we want". In other words, is a "push from outside against someone to carry something". According to Sarwoto (2001) [9] suggests motivation is "a process of motive (activator) to an employee working in such a way that they work with sincerity in order to achieve the goal".

According to Siagian (2005) [10] a motif is a state psychiatric encourage, enable or moves and motives that are direct and channel the thoughts, attitudes, and behavior someone who has always been associated with the achievement of the goals, both organizational goals and personal goals of each member of the organization concerned.

According to Hasibuan (2000) [11], the motive is "a stimulant desire (want) and a willingness to work one's driving force. Each motif has a specific purpose to be achieved". Furthermore, Me. Clelland as quoted by Martoyo (2002) [12] put forward a concept that relates to how the effort can achieve success. Hence the theory called "Achievement Motivation Theory". According to "people who have a need to be able to achieve success in their work or achieved something, has the following characteristics: (1) they define the goals are reasonable (not too high and not too low). But that goal is quite a "challenge" or a challenge to be achieved with good and proper, (2) they determine the purpose of which if they believe all can be achieved with good and right, (3) they are happy with the job and felt very "concerned" or concerned with its own success, (4) they prefer to work in a job that can give you an idea how things work.

Work motivation can provide the energy that drives all the potential that exists, creating a high and noble desire and heighten the excitement of togetherness. Each party work and size according to the rules defined by mutual respect, interdependence, mutual understanding, and mutual respect for the rights and obligations of each in the totality of the operational work processes.

Furthermore, the concept of performance in essence is one of the results of work, both in terms of timelines of completion of the task, the quality and quantity of execution of the tasks assigned to be achieved. To discuss the issue of performance, the first thing that needs to be considered and discussed is the notion of performance.

Sedarmayanti (2001) [13] argues that: The meaning of performance or the performance is the result of work that can be achieved by a person or group of people within an organization, in accordance with the authority and responsibilities of each, in order to achieve the goals of the organization in question legally, do not violate the law and in accordance with the moral and work ethic.

Further Robbins (1989) [14] is defined as the result of performance evaluation of employees work performed compared to the criteria established jointly. Meanwhile, according to Gibson (2005:35) performance is the implementation of equilibrium theory, which says that someone would show optimal performance when he benefit (benefits) and there is the stimulation (inducement) in its work in a fair and reasonable (reasonable). The equilibrium theory shows that the optimal performance will be achieved if there is a sense of justice felt by employees. Various indicators that can lead to a sense of justice, according to this theory include the significant benefits that an employee in performing their duties will benefit. Furthermore, an employee must obtain the stimulation of various stakeholders in the form of motivation, so that they can be motivated to do its job, and the work performed must be fair and reasonable, in the sense that among fellow employees must be contained fairness in the distribution of tasks and incentives earned.

Itself performance by Mathis and Jackson (2001) [15] stated as follows: "The performance is essentially what is done or not done employee. Employee performance is affecting how much they contribute to the organization which among others include: quality of output, quality of input, output time period, attendance at work, and cooperative attitude. According to Gomes (2002) [16] that the job satisfaction of the employees themselves may affect attendance at work, and a desire to change jobs can also affect willingness to work.