

## The Effect of Work Ability and Motivation on Employee Performance in PT. Avesta Continental Pack Bekasi

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### Abstract

*This research aims to determine whether the ability, and work motivation affect the performance of employees at PT. Avesta Continental Pack, on Jalan Raya Bekasi Km. 28.5 Bekasi; West Java. The research method used is descriptive quantitative with a questionnaire as a data source. The population in this study were employees of PT. Avesta Continental Pack totals 523 employees. The sample in this study were 84 respondents. The analytical tool in this study is multiple linear regression, the questionnaire data was analyzed using the SPSS version 17 program tool. The results showed that. there is a positive and significant effect on ability (X1) and motivation (X2) on employee performance variables (Y), this is proven by a significance level of  $0.000 < 0.05$  then  $H_0$  is rejected and  $H_a$  accepted.*

### Keywords

work ability; motivation;  
employee performance



### I. Introduction

A company in carrying out its activities, both companies engaged in industry, trade and services will try to achieve the goals that have been set previously (Andhika Putra, 2021). One thing that is important is that the success of various activities within the company in achieving its goals does not only depend on technological superiority, available operating funds, facilities or infrastructure owned, but also depends on aspects of human resources. This human resource factor is an element that must be considered by companies, especially considering that the era of free trade has begun, where the competitive climate faced is very different. This forces every company to be able to work more efficiently, effectively and productively. The high level of competition spurs each company to be able to maintain its survival by paying attention to aspects of human resources. So humans can be seen as the determining factor because it is in the hands of humans that all innovations will be realized in an effort to realize the company's goals.

The main problem in human resource management that deserves the company's attention is employee performance. Employee performance is considered important for the company because the success of a company is influenced by the performance of the employees themselves. According to Mangkunegara, (2011: 67) Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

In the view of Keith Davis in the book Mangkunegara, (2011: 67) the factors that influence the achievement of performance are the ability factor consisting of Knowledge x Skill and motivational factor consisting of Attituded x Situation. Therefore, it is necessary to have human resources who have the ability to match the needs of the company and provide sufficient work motivation from a leader. So things related to improving employee abilities and work motivation need to get serious attention from every leader for the success of a

company and the achievement of company goals itself. If the employee's abilities are accompanied by the provision of sufficient work motivation from the company's leadership, then the employee is expected to be able to mobilize and direct all the resources he has to optimize his work performance. To be able to know the abilities of an employee, it is necessary to understand what abilities an employee must have in a company.

Robbins, (2015:35) defines that ability is an individual's capacity to do various tasks in a job. Where the individual's ability is essentially composed of two factors, namely: intellectual ability and physical ability. In addition to work ability, performance cannot be separated from the influence of motivation, both motivation that comes from within the employee itself or motivation that comes from outside, because motivation is the driving force for someone to carry out an activity in order to get the best results. Therefore, it is not surprising that employees who have high work motivation usually have high performance. The product must be right for the purpose (Marpaung, 2021).

Education can be seen as a condition, condition, appearance, or performance shown by every competent supporting education in achieving the goals that have been set (Marpaung, 2021). For this reason, employee work motivation needs to be raised so that employees can produce the best performance, the higher the employee's motivation to work, the higher the resulting performance. According to Robbins and Judge (2015:127) defines motivation as a process that explains the strength, direction, and persistence of a person in an effort to achieve goals.

PT. Avesta Continental Pack is a business engaged in the industry of packaging materials and plastic packaging, including rotogravure printing and flexible packaging for the pharmaceutical, food and beverage, cosmetic and veterinary medicine and food industries. The company is only interested in placing high-tech machines to support the production process in order to produce the best quality flexible packaging in its class. Heavy investments in quality machinery are continuously being made to meet the high standards set by the pharmaceutical and non-pharmaceutical industries. To achieve the company's goals, the company relies heavily on the active role of all human resources owned by the company in an effort to improve employee performance. Therefore PT. Avesta Continental Pack will always improve the quality of its human resources.

Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020). The development of human resources is a process of changing the human resources who belong to an organization, from one situation to another, which is better to prepare a future responsibility in achieving organizational goals (Werdhiastutie et al, 2020).

However, the problems that occurred in the field were not as expected, namely that there were several employees who were assigned the task of something that did not master in their field and it turned out that other employees who did not occupy the position were able to complete the task, from these results it can be seen that the placement was not appropriate. with the ability of employees and the motivation provided has not met employee expectations, this can cause employee performance to decline.

From the description above, it can be explained that ability and work motivation are very important factors and if these factors do not get serious attention from the company, it will be very detrimental to the company itself.

The objectives of this study are: 1. To determine whether the ability to influence the performance of employees of PT. Avesta Continental Pack? 2. To find out whether work motivation affects the performance of employees of PT. Avesta Continental Pack?, 3. To find out whether ability and work motivation affect the performance of PT. Avesta Continental Pack?

## II. Review of Literature

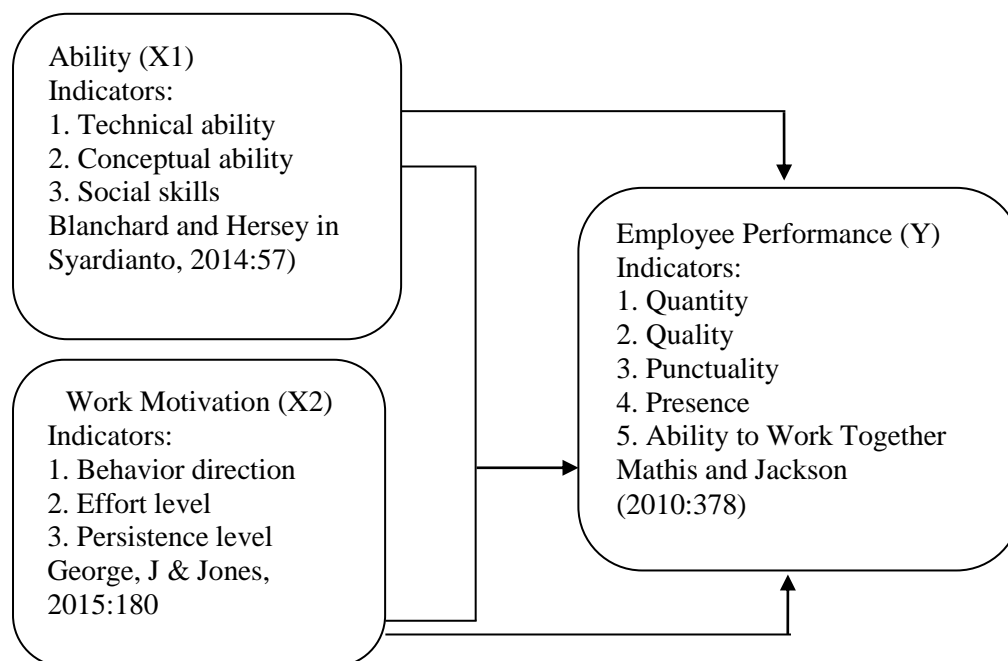
Performance is defined as a function of the interaction between ability (ability) and motivation (motivation) so that performance = f (A x M). If anything is inadequate, that performance will be negatively affected. This is in accordance with what Gomez in Mahardhika et al (2012:82) said that performance is a function of motivation and ability or can be written with the formula  $P = f (M \times A)$  where P = Performance (performance), M = Motivation (motivation) and A = Ability (ability). The ability is inherent in a person and is innate from birth and is manifested in his actions at work, while motivation is a very important aspect to move one's creativity and ability to do a job, always eager to carry out the work. Tunggal, (2012:297) states that "motivation and ability (ability) will produce performance". If an employee in the organization has work motivation and abilities such as skills, technology and knowledge will contribute to the performance or individual performance in the agency. Thus it can be concluded that the employees are able to do the job and want to achieve maximum results in their work. The embodiment of maximum performance, it takes the ability of employees with work motivation stimulation so that maximum performance results will be created. Performance indicators are aspects that become a measure in assessing performance. As for the individual performance indicators that become performance measures according to Mathis and Jackson (2010:378) are as follows: 1. Quantity, is the amount produced, expressed in terms such as the number of units, the number of activity cycles completed by employees, and the number of activities produced. 2. Quality, Quality of work can be measured from employee perceptions of the quality of the work produced and the perfection of tasks on the skills and abilities of employees. 3. Timeliness Punctuality is measured from employee perceptions of an activity that is completed at the beginning of time until it becomes output. 4. Attendance, the presence of employees in the company both in coming to work, coming home from work, permits, or without information which all affects the employee's performance. 5. Ability to Work Together. The ability to cooperate is the ability of a workforce to work together with others in completing a predetermined task and work so as to achieve maximum efficiency and effectiveness.

According to Mangkunegara's statement, (2013:93) ability is the same as knowledge and skill (knowledge and skill). Keith Davis added in the book Mangkunegaraa (2011: 67), psychologically, ability consists of potential ability (IQ) and reality ability (knowledge + skill), meaning employees who have an IQ above average with adequate education for their positions and skilled in doing daily work, it will be easier to achieve maximum performance. Indicators according to Blanchard and Hersey (1995:5-6) in Syardianto (2014:57) include the following: (1) Technical ability, with sub-indicators of mastery of work equipment and computer systems, mastery of work procedures and methods, understand the rules of the task or job. (2) Conceptual ability with sub-indicators of understanding company policies, understanding company goals, understanding company targets. (3) Social skills with sub-indicators of being able to work with friends without conflict, ability to work in a team, ability to empathize.

Motivation as an encouragement to increase efforts in achieving organizational goals, within the limits of the ability to provide satisfaction for one's needs. George, J & Jones, (2015: 180), providing motivation is done so that employees can work more optimally in achieving the goals desired by the company. According to George, J & Jones, (2015: 180), the indicators of employee work motivation are: 1. the direction of behavior, refers to the behavior that a person chooses at work from the many choices of behavior that can be carried out, whether appropriate or not. There are many examples of inappropriate behavior that can be done by an employee, these behaviors will later become an obstacle for the organization in achieving its goals. Meanwhile, to achieve maximum company goals, employees must have motivation in choosing functional behavior so that they can help the organization achieve its goals. Each employee is expected to work on time, follow applicable regulations, and be cooperative with fellow co-workers. 2. Level of effort, refers to how hard a person's effort is at work. In work, it is not enough for an employee to only choose a functional direction of behavior for the achievement of company goals. But also must have the effort to work hard in carrying out the chosen behavior. For example, in work, it is not enough for an employee to just choose to be present on time, but also to see his seriousness and sincerity in his work. 3. The level of persistence, refers to the work motivation of employees when faced with a problem, obstacle or obstacle at work, how hard an employee continues to try to carry out the chosen behavior. For example, if there is a problem with the weather or a production employee's health problem, does the employee still come to work on time and seriously do his/her duties as responsibilities or choose other things, such as permission to go home and not come to work. In this case, an exception is made if the health problem experienced by the employee includes a serious illness that can cause a person to be unable to work.

### Framework

Ability and motivation are related to workload and work demands that can cause employees to continue to explore their abilities. Then motivation will be able to be a spirit in spurring and growing employee morale. The three variables, namely ability, and motivation will affect the overall performance of employees.



*Figure 1. Framework for Thinking*

### III. Research Method

This study uses a quantitative descriptive method. Data analysis uses statistics, starting from data collection, validation and so on. The population in this study were employees of PT Avesta Continental Pack Bekasi totaling 523 employees, while the sample in this study amounted to 84 employees.

### IV. Results and Discussion

Based on the results of the Classical Assumption Test, the Kolmogorov-Smirnov normality test, the employee performance variable is 0.701 Asymp. Sig. (2-tailed) 0.710 and the probability is far above = 0.05, so it can be concluded that the null hypothesis is acceptable, which means the data is normally distributed. Then the Normal P-P test plots the distribution with the data points spread around the diagonal line and the data points spread in the direction following the diagonal line. So it can be concluded that the score of ability and work motivation on employee performance is normally distributed.

Correlation test results there is a positive and significant relationship between ability (X1) and work motivation (X2). It can be proven that the ability variable (X1) has a fairly high correlation, namely 0.794 or about 79.4% and significant 000 <0.05 so it can be said to be linear and has a positive and significant relationship.

#### 4.1 Multiple Linear Regression Test Results

The constant value decreased by -6.525. This means that if the ability and work motivation are assumed to be non-existent, the employee's performance will decrease by -6.525. The ability variable has a beta regression coefficient (standardized) with a positive sign of 0.900 which means that employee performance is influenced by the ability variable with a unidirectional influence, or it can be interpreted that the stronger the influence of ability, the higher the employee's performance. The work motivation variable has a positive (standardized) beta regression coefficient of 0.111 which means that employee performance is influenced by work motivation variables with a unidirectional influence, or it can be interpreted that the stronger the influence of work motivation, the higher the employee performance.

#### 4.2 T Test Results

The results of hypothesis testing the ability variable (X1) are 0.900 and the tcount is 10.261 with a significance level of 0.000 <0.05 because the tcount-10.261 is greater than ttable, namely (tcount 10.261 > ttable 0.179) then the ability variable (X1) has a positive and significant effect on employee performance.

Work motivation (X2) has no positive and significant effect on employee performance (Y). Based on the results of the t-test in the table above, it is known that the coefficient capacity is positive at 0.111 and the t-count is 1.766 (tcount 1.766 > ttable 0.179) but the significance level is 0.081 > 0.05. then Ho is accepted. and Ha is rejected. Thus, it can be concluded that there is no positive and significant effect between work motivation variables (X2) on employee performance (Y) PT. Avesta Continental Pack Bekasi.



### 4.3 F Test Results

Based on the results of the F test that  $F_{count} (84,713) > F_{table} (0.179)$ , while the significance  $(0.000) < \alpha$  at the 95% confidence level (Alpha 5%), so that  $H_a$  reads that there is a significant effect between ability (X1) and work motivation (X2) on employee performance (Y) is accepted, while  $H_o$  which reads that there is no significant effect between ability (X1) and work motivation (X2) on employee performance (Y) is rejected. Thus, it can be concluded that the third hypothesis  $H_o$  is rejected and  $H_a$  is accepted, which means that there is a significant influence between ability (X1) and work motivation (X2) on employee performance (Y) at PT Avesta Continental Pack Bekasi.

### 4.4 Determination Test Results (R<sup>2</sup>)

The results of the coefficient of determination test (R<sup>2</sup>) are known to have R Square of 0.677 that ability (X1) and work motivation (X2) together affect employee performance by 67.7% while the rest of  $(100\% - 67.7\% = 32.3\%)$  is affected by other causes. From the results of the Coefficient of Determination Test above, the number R Square or the coefficient of determination is 0.677. The value of R Square ranges from 0 to 1. Multiple linear regression should use R Square that has been adjusted or written Adjusted R Square, because it is adjusted to the number of independent variables used. The number of R Square is 0.677, meaning that 67.7% of the dependent variable on employee performance (Y) is explained by the independent variable consisting of ability (X1) and work motivation (X2) and the rest (32.3%) is explained by other variables outside of the variable. used in this study. So, some of the dependent variables are explained by the independent variables used in the model. So it can be concluded that the coefficient of determination of ability (X1) and work motivation (X2) have a strong effect on employee performance (Y), because the R Square value is close to 1. It means that employee performance (Y) can be explained by ability (X1) and work motivation (X2) of 67.7% While the remaining 32.3% can be explained by other variables not examined in this study.

## V. Conclusion

1. There is a positive and significant effect of the ability variable (X1) on the employee performance variable (Y) of PT. Avesta Continental Pack Bekasi.
2. There is no positive and significant effect of work motivation variable on employee performance variable (Y) PT. Avesta Continental Pack Bekasi.
3. There is no positive and significant effect on ability (X1) and work motivation variable on employee performance variable (Y) PT. Avesta Continental Pack Bekasi.

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