The Influence of Personality, Ability and Work Motivation on the Work Achievement of Disaster Management Agency Employees Labuhanbatu Regency Area

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Abstract

This study aims to analyze the influence of personality, ability and work motivation on employee performance at the Regional Disaster Management Agency of Labuhanbatu Regency. The population in this study were 90 people. The sampling technique used was saturated sampling, so the sample size in this study was 90 people. The data collection method used a questionnaire/questionnaire. The results of multiple linear regression analysis obtained the equation $Y= 1,989 +0,211X1+0,564X2+0,160X3$. In the partial test (t test) the personality variable obtained a tcount value of 3.030>ttable1.987 which means that the personality variable has a positive and significant effect on the employee's work performance variable with a significant value of 0.003 <0.05. The ability variable obtained a tcount value of 4.042> t table 1,987 which means that the ability variable has a positive and significant effect on the employee performance variable with a significant value of 0.000 < 0.05. The work motivation variable obtained a tcount value of 2.302> t table 1.987 which means that the work motivation variable has a positive and significant effect on the employee achievement variable with a significant value of 0.024 < 0.05. The results of the F test obtained an F value of 65.211 > Ftable 2.71 with significant value 0.000 <0.05 which means that personality, ability and work motivation simultaneously have a positive and significant effect on employee performance. The results of the coefficient of determination test show that 05 which means that personality, ability and work motivation simultaneously have a positive and significant effect on employee performance. The results of the coefficient of determination test show that 05 which means that personality, ability and work motivation simultaneously have a positive and significant effect on employee performance. The results of the coefficient of determination test show thatpersonality, ability and work motivation variables have an effect of69.5%on the employee's work performance variable, while the remaining 30.5% is influenced by other variables that are outside this research.

I. Introduction

Human Resources is a very important factor, especially for an organization or company, both engaged in the field of production and in the field of services. Every government or private organization or company is required to work more quickly, effectively and efficiently. Therefore, the orderliness of the workforce in the activities of the company or organization needs to be equipped with abilities in terms of knowledge and skills. Work performance can support the success of a person's work both in a personal

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capacity and as a member in an organization. A person's work performance is shown by his seriousness in completing the tasks assigned to him based on skills, experience, sincerity and time.

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).

Phenomena or problems that occur inThe Regional Disaster Management Agency of Labuhanbatu Regency, namely employees are less than optimal in socializing and not easy to share experiences or knowledge related to work so that work becomes hampered. There are still employees who have not been able to complete the work properly so that the work that has been set according to the targets set by the leadership has not been completed properly. The results of the work of employees also get a lot of complaints and are not neat and there are some employees who are less enthusiastic about achieving the work performance that has been determined by the agency so that performance is not getting better but actually decreasing.

According to Gordon quoted by Fiernaningsih (2017), personality is something that exists or is contained within the individual that guides and gives direction to all the behavior of the individual concerned. Meanwhile, according to Kreitner and Kinicki (2014), personality is defined as a stable combination of physical and mental characteristics that give an individual identity. These characteristics, traits or traits include how people see, think, act, and feel, which is the interaction of genetics and environmental influences. Personality indicators according to Robbins (2014) are:

According to Irawan (2014) ability is a condition that exists in workers who are truly efficient and successful in working according to their field of work. While the opinion of Logor (2015) ability is the ability or potential of an individual to master expertise in performing or doing various tasks in a job or an assessment of one's actions. According to Irawan (2014) indicators of ability are: 1) skills 2) attitudes and 3) knowledge.

According to Bismala et al (2015) motivation can be interpreted as a person's strength in carrying out an activity, both originating from within the individual itself (intrinsic motivation) and from outside the individual (extrinsic motivation). How strong the motivation of the individual will determine the quality of the behavior he displays, both in the context of learning, work and in other aspects of life. According to Mangkunegara (2017) that indicators to measure work motivation are: 1) hard work 2) future orientation 3) high goals 4) effort to move forward and 5) work perseverance.

According to Sutrisno (2016) work performance is the result of work that has been achieved by someone from his work behavior in carrying out work activities. Information about the high and low work achievement of an employee cannot be obtained just like that, but is obtained through a long process, namely the process of evaluating employee performance. Sutrisno (2016) adds that to measure work performance indicators are as follows:

II. Review of Literature

This type of research is a quantitative descriptive research. The place of this research was carried out at the Regional Disaster Management Agency on Jl. Pembangunan No. 3 Labuhanbatu Regency, North Sumatra. Data collection techniques used in the study were observation, documentation and questionnaires. The population in this study were employees of the Regional Disaster Management Agency of Labuhanbatu Regency as many as 90 people. The sampling technique used is saturated sampling, namelysampling technique by taking all members of the population as a samplethen the size of the sample in this study amounted to 90 people.

III. Result and Discussion

3.1 Research result

Ghazali (2018) states that the validity test is used to measure the validity or validity of a questionnaire.The validity test in this study was 30 respondents who were carried out at the Regional Revenue Agency of Labuhanbatu Regency with the provisions of the total correlation > value measurement criteria (0.5).The results of the validity test in this study can be seen in Table 1:

Table 1. Validity Test Results

Item Indicator Variable	Total Correlation	Value Measurement Criteria	Description
Sociable and cheerful personality	0.802	0.5	Valid
Personality is kind and cooperative	0.695	0.5	Valid
Responsible personality	0.793	0.5	Valid
Calm and confident personality	0.902	0.5	Valid
Sensitive and curious personality	0.880	0.5	Valid
Skills	0.856	0.5	Valid
Attitude	0.911	0.5	Valid
Knowledge	0.886	0.5	Valid
Hard work	0.823	0.5	Valid
Future orientation	0.893	0.5	Valid
High aspirations	0.804	0.5	Valid
Effort to move forward	0.900	0.5	Valid
Perseverance at work	0.741	0.5	Valid
Work result	0.818	0.5	Valid
Initiative	0.677	0.5	Valid
Dexterity	0.837	0.5	Valid
Discipline	0.745	0.5	Valid

Description: total correlation> value measurement criteria (0,5).
Source: Research Results, 2022.

Sugiyono (2017) suggests that the reliability test is carried out to find out the results of the measurement are consistent when the same measuring instrument is measured. An indicator in the questionnaire is declared reliable if the Croanbach Alpha value > the value measurement criteria (0.6). The results of the reliability test of this study can be contained in Table 2:

Table 2. Reliability Test Results

Variable	Croanbach Alpha	Criteria Value Measurement	Description
Personality	0.873	0.6	Reliable
Ability	0.860	0.6	Reliable
Work motivation	0.884	0.6	Reliable
Employee Work Performance	0.764	0.6	Reliable

Description: croanbach negligent > value measurement criteria (0.6).
Source: Research Results, 2022.

Table 1 and Table 2 show that all items are declared valid and reliable. The next research uses the classical assumption test consisting of normality test, multicollinearity test and heteroscedasticity test. Here are the results of the normality test withusing the One-Sample Kolmogorov-Smirnov method which can be seen in Table 3:

Table 3. Normality Test Results

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		90
Normal Parameters, b	mean	.0000000
	Std. Deviation	1.45332494
Most Extreme Differences	Absolute	.083
	Positive	.083
	negative	-.080
Test Statistics		.083
asymp. Sig. (2-tailed)		.173c

a. Test distribution is Normal.
b. Calculated from data.
c. Lilliefors Significance Correction.

Description: asymp. Sig. (2-tailed) > 0.05 level of significance.

Source: Research Results, 2022.

Table 3 normality test using the One-Sample Kolmogorov-Smirnov method has an Asymp value. Sig. (2-tailed) of 0.173 > 0.05 significant level. So it can be concluded that the data is normally distributed. The results of the multicollinearity test can be seen in Table 4:

Table 4. Multicollinearity Test Results

Coefficientsa

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Personality	.394	2,537
	Ability	.312	3,200
	Work motivation	.473	2.116

Table 4 shows that the personality variable has a VIF value < 10 (2.537 < 10) and a valuetolerance> 0.1 (0.394> 0.1), the ability variable has a VIF value < 10 (3.200 < 10) and a tolerance value> 0.1 (0.312> 0.1), the work motivation variable has a VIF value < 10 (2.116 < 10) and a tolerance value> 0.1 (0.473> 0.1) so it can be concluded that there is no multicollinearity. Testing the results of the next research is the results of the heteroscedasticity test using the Glejser method which can be loaded in Table 5:

Table 5. Heteroscedasticity Test Results Glejser Method

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	2,593	.643		4031	.000
	Personality	-.054	.046	-196	-1.189	.238
	Ability	-.022	.091	-.044	-.237	.814
	Work motivation	-.018	.046	-.061	-.405	.686

a. Dependent Variable: Abs_Res
Source: Research Results, 2022.

Heteroscedasticity test using the Glejser method, it is known that the significant value on the personality variable(X1)of 0.238, ability(X2) is 0.814 and work motivation (X3) is 0.686.This explains that there is no heteroscedasticity due to the significant value > 0.05.The results of the next test with multiple linear regression can be seen in Table 6:

Table 6. Multiple Linear Regression Test Results

Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	T	Sig.
1	(Constant)	1989	.983		2,024	.046
	Personality	.211	.070	.288	3.030	.003
	Ability	.564	.139	.431	4042	.000
	Work motivation	.160	.070	.200	2,302	.024

a. Dependent Variable: Employee Performance
Source: Research Results, 2022.

Based on Table 6, the following multiple linear regression equations are obtained: Y=1,989+0,211X1+0,564X2+0,160X3. Value constant = 1,989, meaning that if the variables of personality, ability and work motivation are worth 0 then employee performance is 1,989. The regression coefficient of the personality variable = 0.211, meaning that if the personality variable increases by 1 unit, the employee performance variable will increase by 0.211. Ability regression coefficient = 0.564, meaning that if the ability variable increases by 1 unit, the employee performance variable will increase by 0.564. The regression coefficient of the work motivation variable = 0.160, meaning that if

the work motivation variable increases by 1 unit, the employee's work performance variable will increase by 0.160.

To test the research hypothesis used t test. This test was conducted to analyze the effect of the independent variables, namely personality (X1), ability (X2), and work motivation (X3) partially on the dependent variable, namely employee performance (Y). The decision-making criteria are error rate (α) = 5% and degrees of freedom (df) = n (number of samples) – k (number of variables used) = 90-4 = 86, t table = 1.987. The results of the t test can be seen in Table 7:

Table 7. Partial Test Results (t Test)

Coefficientsa

Model		Unstandardized Coefficients B	Unstandardized Coefficients Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	1989	.983		2,024	.046
	Personality	.211	.070	.288	3.030	.003
	Ability	.564	.139	.431	4042	.000
	Work motivation	.160	.070	.200	2,302	.024

a. Dependent Variable: Employee Performance
Source: Research Results, 2022.

Based on Table 7, the personality variable (X1) obtained a t-count value of 3.030 > t-table 1.987, which means that the personality variable has a positive and significant effect on the employee performance variable with a significant value of 0.003 <0.05. The ability variable (X2) obtained a t-count value of 4.042 > t-table 1.987, which means that the ability variable has a positive and significant effect on the employee's work performance variable with a significant value of 0.000 <0.05. The work motivation variable (X3) has a t-count value of 2.302> t-table 1.987, which means that the work motivation variable has a positive and significant effect on the employee achievement variable with a significant value of 0.024 <0.05.

The F test was conducted to test the independent variables, namely personality (X1), ability (X2) and work motivation (X3) simultaneously having a significant relationship to the dependent variable, namely employee performance (Y). The decision-making criteria are: Error rate (α) = 5% and numerator degree = k (number of variables used) - 1 = 4 -1 = 3, denominator degree = n (number of samples) – k (number of variables used) = 90 - 4 = 86, F table = 2.71. The results of the simulative significant test (Test F) can be seen in Table 8:

Table 8. Simulative Significant Test Results (Test F)

ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	427,618	3	142,539	65,211	.000b
	Residual	187,982	86	2.186		
	Total	615,600	89			

a. Dependent Variable: PerformanceEmployee
b. Predictors: (Constant), Work Motivation, Personality, Abilities
Source: Research Results, 2022.

Table 8 shows the Fcount value of 65.211 > Ftable 2.71 with a significant value of 0.000 <0.05. It can be concluded that personality, ability and work motivation simultaneously have a positive and significant effect on employee performance. The coefficient of determination was carried out to analyze the effect of the independent variables, namely personality (X1), ability (X2) and work motivation (X3) on the dependent variable, namely employee performance (Y). The results of the coefficient of determination can be seen in Table 9:

Table 9. Coefficient of Determination Test Results (R2)
Model Summaryb

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.833a	.695	.684	1.478

a. Predictors: (Constant), Work Motivation, Personality, Ability

b. Dependent Variable: Employee Performance

Source: Research Results, 2022.

Based on Table 9, it can be explained that the R Square value of the personality, ability and work motivation variables on the employee performance variable is 0.695. It can be concluded that the variables of personality, ability and work motivation have an effect of 69.5% on the employee performance variable, while the remaining 30.5% is influenced by other variables that are outside this research.

3.2 Discussion

The results of the t test, the personality variable obtained a t value of 3.030> t table 1.987 which means that the personality variable has a positive and significant effect on the employee performance variable with a significant value of 0.003 <0.05 so that the hypothesis is accepted. These results are in line with research conducted by Olivia (2014) that personality has a positive and significant effect on employee performance variables. The ability variable obtained t arithmetic value of 4.042 > t table 1.987 which means that the ability variable has a positive and significant effect on the employee performance variable with a significant value of 0.000 <0.05 so that the hypothesis is accepted. These results are in line with research conducted by Suhendar (2016)thatability has a positive and significant effect on employee performance variables. The work motivation variable has a t-count value of 2.302 > t-table 1.987, which means that the work motivation variable has a positive and significant effect on the employee achievement variable with a significant value of 0.024 <0.05 so that the hypothesis is accepted. These results are in line with research conducted by Aldi and Susanti (2019) that work motivation has a positive and significant effect on the variable of employee performance.

The results of the F test obtained the Fcount of 65.211 > Ftable 2.71 with a significant value of 0.000 <0.05 which means that personality, ability and work motivation simultaneously have a positive and significant effect on employee performance. The results of the coefficient of determination test show thatpersonality, ability and work motivation variables have an effect of69.5%on the employee performance variable, while the remaining 30.5% is influenced by other variables that are outside this research.

IV. Conclusion

1. Personality has a positive and significant effect on employee work performanceRegional Disaster Management Agency for Labuhanbatu Regency.
2. Ability has a positive and significant effect on employee work performanceLabuhanbatu Regency Regional Disaster Management Agency
3. Work motivation has a positive and significant effect on employee work performanceRegional Disaster Management Agency for Labuhanbatu Regency.
4. Personality, ability and work motivation simultaneously have a positive and significant effect on employee performance Regional Disaster Management Agency for Labuhanbatu Regency.

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