

# The Effect of Individual Personality, Capabilities, Commitments and Work Facilities on Performance of Employees of the Regional Disaster Management Agency of Labuhanbatu Regency

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## Abstract

*This research was conducted at the Regional Disaster Management Agency of Labuhanbatu Regency, with the aim of analyzing the influence of individual personality, ability, commitment and work facilities on employee performance, either simultaneously or partially. The results of the study indicate that partially and simultaneously, all independent variables have a positive and significant influence on employee performance, this can be proven by the t test and F test. The results of the t test can be described as follows, the individual personality variable (X1) has a tcount value (3.59) > ttable (1.66) which means Ha is accepted and Ho is rejected. While the significant value is smaller than the probability value of 0.05 or a significant value of 0.001 < 0.05. Thus it can be concluded that the individual personality variable (X1) has a positive and significant effect on employee performance. Ability (X2) has a value of tcount (4.08) > ttable (1.66) which means Ha is accepted and Ho is rejected. While the significant value is smaller than the probability of 0.05 or 0.000 < 0.05. Thus it can be concluded that the ability (X2) has a positive and significant effect on employee performance. Commitment (X3) has a value of tcount (6.56) > ttable (1.66) which means Ha is accepted and Ho is rejected, while the significant value is less than the probability of 0.05 or 0.000 < 0.05. Thus it can be concluded that commitment (X3) has a positive and significant effect on employee performance. Work facilities (X4) have a value of tcount (9.30) > ttable (1.66) which means Ha is accepted and Ho is rejected, while the significant value is less than the probability of 0.05 or 0.000 < 0.05. Thus it can be concluded that work facilities (X4) have a positive and significant effect on employee performance. The value of Fcount is 148.39 > Ftable 2.47 with a significance value of 0.000 < 0.05. From these results, it can be concluded that individual personality, ability, commitment and work facilities simultaneously have a positive and significant influence on employee performance.*

## Keywords

Individual personality; ability; commitment; employee performance



## I. Introduction

The success of an organization cannot be separated from the quality of its human resources. This is because human resources are used as a driving force during the work process of an organization. Quality human resources will certainly provide results in the form of optimal performance. Optimal performance is one of the organizational goals that

can determine the success of an organization, this is because the organization makes employees as a factor that can realize effectiveness and efficiency in carrying out tasks. Employee performance is defined as activities that are directly related to the organization, with outputs in the form of quality and quantity of work achieved by an employee in carrying out the tasks that are his responsibility (Kawiana, et al, 2018: 37). Employee performance can be influenced by several factors, one of which is individual personality. This is in line with the opinion of Smith, et al (2017: 2) which states that individual personality can influence actions, team behavior, and performance results. Personality is formed through a combination of beliefs, thoughts and feelings that each individual has. Individual personality refers to traits that consistently distinguish each individual in terms of basic tendencies to think, feel and act in certain ways (Stanek, et al, and 2018: 16).

In addition to individual personality, the abilities possessed by employees also have an influence on the resulting performance. Ability is the capacity of an employee to carry out various tasks that are his responsibility (Suharto, et al, 2020: 115). Ability is defined as a measure of the extent to which an employee is able to perform his or her role in the organization, both physically and mentally (Ookman, et al, 2018: 135). Cadiz, et al, (2019: 1) defines work ability as the ability of an employee to meet the demands of his job, work ability is not only limited to one's personal capacity, work ability is also used as a requirement that must be possessed by an employee while working. At the Regional Disaster Management Agency of Labuhanbatu Regency there are several problems related to ability, this can be seen from employees who lack work experience, this makes it difficult to complete the work that is their responsibility, besides that organizational leaders seem indifferent and rarely motivate their subordinates to improve the resulting performance. Problems also occur because some employees do not understand the vision, mission and goals of the organization where they work, so these employees often work as they please. All of these problems certainly have a big impact on the performance of the employees.

Commitment can also be used as a factor that can affect employee performance. This is because commitment is a strength that underlies engagement between employees and the organization where they work. Shafae, et al, (2019: 322) defines commitment as the degree of psychological equity and compliance of an employee to the organization where he works, commitment reflects emotional, cost and sense of obligation. Commitment can also be defined as the attitude of employees who are able to identify the values of the organization where they work and the desire to maintain their membership status and the ability to produce performance by exceeding the standards set by the organization (Donkor, et al, 2021: 4). According to Yani in Syardiansyah (2020) performance is a result of work achieved by a person in carrying out the tasks assigned to him based on skill, experience and sincerity as well as time. However according to Kasmir (2016) that performance is the result of work and work behavior of a person in a period, usually 1 year. Then the performance can be measured by the ability to complete the tasks and responsibilities given. This means that in work contains elements of the standard that achievement must be met, so, for those who reach the standards set means good performance.

In order to support employees in their work, each organization is obliged to provide several facilities needed by employees to assist them in completing their work. Work facilities are a tool used by employees to support the completion of their daily work, work facilities in each organization will be different depending on the type and size of the organization (Junaidi, et al, 2021: 70). Work facilities are defined as supporting facilities used by employees in carrying out company activities (Rumengan, et al, 2019: 2).

Mahardi, et al (2019: 2) stated that work facilities are facilities and infrastructure needed by employees to complete work more easily. The provision of complete facilities can be used as a driving force for employees to improve their performance results. Work facilities are basically used as tools that can assist employees in carrying out and even lightening the work assigned to them. Adequate work facilities can encourage employees to work more productively, and vice versa, limited work facilities make employees experience difficulties in working and can result in decreased employee performance. At the Regional Disaster Management Agency of Labuhanbatu Regency there are several problems that arise due to incomplete work facilities, such as printers and photocopiers which are minimal in number, This makes it difficult for employees to complete work and make the work completed in a longer time than the standard time set by the organization. This of course can result in a decrease in the performance of the employees.

Kawiana, et al (2018: 36) define individual personality as the first step of an employee in taking actions based on his physical and psychological possessions. Personality is an amalgamation of characters that give an identity to an employee, including how to think and act (Setiyaningsih, et al, 2022: 120). According to Robbins' opinion quoted by Kailola (2018: 67) Individual personality can be measured through several dimensions, such as: 1) Extraversion, the indicator is the level of comfort of an employee in dealing with other employees within the scope of the organization where he works; 2) Agreeableness, the indicator is that employees are able to cooperate with other employees at work; 3) Conscientiousness (the nature of being careful), the indicators are the indicators that employees have a careful nature which is always applied when doing work; 4) Emotional Stability, the indicator is that employees are able to control their emotions while working; 5) Openness to Experience (Open to new things), the indicator is that employees have the openness to always be willing to accept updates that are implemented in the organization where they work. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). The success of leadership is partly determined by the ability of leaders to develop their organizational culture. (Arif, 2019).

According to Hasibuan's opinion quoted by Simamora, et al (2022: 365) ability is the capacity that a person has in carrying out the tasks assigned to him based on his knowledge, experience and sincerity. Work ability reflects a balance between personal resources and job demands, work ability is defined as the extent to which an employee remembers his health, is physically and mentally able to cope with the demands of the workplace (Bayattork, et al, 2019: 132). Work ability has two definitions, namely, one definition for certain jobs that require special training, and one definition for jobs that can be managed by most people given a short training time (Tarro, et al, 2020: 2). Widyastuti (2022 : 28) states that there are several dimensions that can be used as benchmarks of ability, among others, namely: 1) Technical ability, the indicators are abilities obtained through work experience, abilities obtained through training provided by the organization where he works; 2) The ability of human relations, the indicators are the ability to work with the motivation given by other employees, the application of effective leadership; 3) Conceptual ability, the indicator is the ability of employees to understand the organization as a whole.

Commitment is a concept that states the psychological state of employees which makes them obligated to maintain their membership status for longer, commitment can be seen through the attitudes and behaviors shown by an employee at work (Nabayinda, et al, 2020: 178). According to Robbins' opinion quoted by Kawiana, et al (2018: 37) commitment can be defined as a measure of the extent to which an employee is able to

identify with organizational goals, and has a strong desire to maintain his membership status in the organization where he works. Commitment is reflected in the aspirations of employees to uphold their attachment to their organization, and their passion to support the organization or institution to achieve their vision, and their short and long term plans (Nabayinda, et al, 2020: 178). Commitment can be measured through several dimensions, such as: 1) Affective commitment, employees are able to prioritize organizational progress over their personal interests, employees have a sense of pride in their membership status; 2) Continuing commitment, the indicator is that employees want to maintain their membership status in the organization where they work, employees have many considerations to leave the organization; 3) Normative commitment, the indicator is that employees have a sense of responsibility for the progress of the organization where they work (Saleh, et al, 2019: 37).

Work facilities are a supporting factor for the smooth running of employees in completing the work that is their responsibility, the organization has an obligation to fulfill all the facilities needed by employees so that the work carried out by employees is in accordance with the expectations and demands of the organization (Famella, 2020: 85). Sundari, et al (2022: 85) define work facilities as facilities and infrastructure used to support organizational activities, which have a permanent period and have benefits for the future, each organization's work facilities have differences, this is because the facilities and infrastructure in according to the type of organization. Work facilities can be measured through several indicators which can be described as follows: 1) Machinery and equipment used by employees to support work processes; 2) Infrastructure owned by the organization to support work facilities; 3) Office equipment used by employees to support activities in the office; 4) Health room that is needed by employees to rest when experiencing illness or work accident; 5) Buildings owned by the organization (Junaidi, et al, 2021: 70).

Employee performance is defined as the result of work both in quality and quantity achieved by employees after carrying out the tasks for which they are responsible (Junaidi, et al, 2021: 67). Employee performance is the ability of employees to manage and present their duties to reflect good quality and service favored by the organization where they work (Sthapit, et al, 2018: 16). Nabayinda, et al, (2020: 179) stated that the success of employee performance can be measured through several indicators, such as: 1) punctuality, employees are able to complete their work in a predetermined time; 2) interpersonal relations, employees are able to maintain good relations with fellow members of the organization; 3) employees are able to work well even though the level of supervision is still low. Besides that, there are several other indicators that can be used to measure employee performance, including: 1) Compliance with rules, employees are able to comply with all regulations set by the organization; 2) Interpersonal Competence (interpersonal competence), employees have interpersonal skills that can make it easier for them to do the work that is their responsibility (Hali, 2019: 230).

### **III. Research Method**

This study was conducted to analyze the effect of individual personality, ability, commitment and work facilities on employee performance. This research was conducted at the Regional Disaster Management Agency of Labuhanbatu Regency, which is located on Jl. Gose Gautama, Ujung Bandar, Rantau Selatan, Labuhanbatu Regency. This population is all employees who work at the Regional Disaster Management Agency of Labuhanbatu Regency, as many as 90 employees, which were then taken as a whole as the research sample (saturated sampling). This study uses quantitative methods, with research data

collection through interviews, observation, and distributing questionnaires directly to related employees. The data that has been collected is then analyzed to find out the results, through several analytical techniques such as: 1) classic assumption test; 2) multiple linear regression test; 3) hypothesis testing; 4) test the coefficient of determination. The data analysis process uses the help of IBM SPSS 25 Software.

### III. Result and Discussion

#### 3.1 Results

Before distributing the questionnaire, first the question items contained in the questionnaire were tested using a validity test, with the aim of knowing the level of feasibility of the questionnaire. Question items are said to be feasible if they have a total correlation > significant criteria (0.5) (Ghazali, 2018: 51). The validity test in this study was conducted on 30 employees from the Department of Transportation of Labuhanbatu Regency.

**Table 1.** Validity Test Results

Variable	Total Correlation	Sig Criteria	Information
X1.P1	,684	0.5	Valid
X1.P2	,765	0.5	Valid
X1.P3	,633	0.5	Valid
X1.P4	,587	0.5	Valid
X1.P5	,538	0.5	Valid
X2.P1	,919	0.5	Valid
X2.P2	,660	0.5	Valid
X2.P3	,757	0.5	Valid
X2.P4	,743	0.5	Valid
X2.P5	,919	0.5	Valid
X3.P1	,919	0.5	Valid
X3.P2	,660	0.5	Valid
X3.P3	,757	0.5	Valid
X3.P4	,743	0.5	Valid
X3.P5	,919	0.5	Valid
X4.P1	,538	0.5	Valid
X4.P2	,587	0.5	Valid
X4.P3	,633	0.5	Valid
X4.P4	,765	0.5	Valid
X4.P5	,684	0.5	Valid
Y.P1	,833	0.5	Valid
Y.P2	,516	0.5	Valid
Y.P3	,862	0.5	Valid
Y.P4	,755	0.5	Valid
Y.P5	,862	0.5	Valid

Information: \*Sig Criteria < 0.5

Source: Research Results, 2022.

After meeting the validity test criteria, then a reliability test is carried out in order to find out the permanent results from consistent measurements if measurements are made using the same measuring instrument. According to Sugiyono (2016: 13) a variable is said to be reliable if it has a value of Croanbach Alpha > 0.6.

**Table 2.**Reliability Test Results

Variable	Croanbach Alpha (CA)	Information
Individual Personality	,796	Reliable
Ability	,802	Reliable
Commitment	,806	Reliable
Work Facilities	,796	Reliable
Employee Performance	,752	Reliable

Information: \*Criteria CA > 0.6.

Source: Research Results, 2022.

Based on the results of the validity and reliability tests, it can be concluded that all of the question items are valid and reliable, then the questionnaire is declared feasible to be distributed. The data obtained through the distribution of questionnaires, then analyzed using several analytical techniques. The first analysis performed was the classical assumption test, which consisted of a normality test, a multicollinearity test and a heteroscedasticity test. The normality test in this study uses a graphp-plot. The results of the normality test are loaded in Figure 1:



Source: Research Results, 2022.

**Figure 1.** GraphicsP-PlotNormality test

Chartp-plotin Figure 1 contains the residual points of the regression model which spread along the diagonal line. This shows that the regression model in this study is normally distributed. Furthermore, multicollinearity test was carried out. The data is said to have no symptoms of multicollinearity if it has a value oftolerance > 0.1 and VIF value < 10. The results of the multicollinearity test are listed in table 3 below:

**Table 3.**Multicollinearity Test Results

Model	Coefficientsa		Collinearity Statistics	
		Sig.	Tolerance	VIF
1	(Constant)	.000		
	Personality	.001	.698	1,433
	Ability	.000	.898	1.113
	commitment	.000	.559	1,789
	Work Facilities	.000	.414	2.415

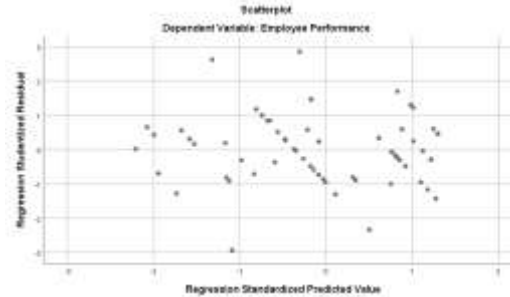
a. Dependent Variable: Employee Performance

Information: \*p < 0.05.

Source: Research Results, 2022.



Table 3 shows the tolerance value for all variables > 0.1 and the VIF value < 10. Based on this value, it can be stated that the data in this study did not experience symptoms of multicollinearity. The last classical assumption analysis is heteroscedasticity test. The heteroscedasticity test in this study uses a scatterplot graph. The results of the heteroscedasticity test are shown in the following figure:



Source: *Research Results*, 2022.

**Figure 2.** GraphicsScatterplot

The picture shows that the graphscatterplohas residual points that spread as a whole above and below the number 0 on the Y axis. And on the graph there is no clear pattern. Thus it can be stated that the data in this study did not experience symptoms of heteroscedasticity.

After all the data is declared to meet the criteria for the classical assumption test, then it can be continued with multiple linear regression analysis. The results of the multiple linear regression test are listed in Table 4:

**Table 4.** Multiple Linear Regression Test Results

Model	Coefficients <sup>a</sup>				
	B	Std Error	Beta	T	Sig.
1 (Constant)	10,425	1980		5.26	.000
Personality	.219	.061	.165	3.59	.001
Ability	.258	.063	.165	408	.000
commitment	.360	.055	.337	6.56	.000
Work Facilities	.581	.062	.555	9.30	.000

Information: \* $p < 0.05$

Source: *Research Results*, 2022.

The results of multiple linear regression have a value that can be described as follows, the value of B on the individual personality variable (B1) is 0.219. The ability value (B2) is 0.258. The commitment value (B3) is 0.360. The value of work facilities (B4) is 0.581. The constant value (a) is 10,425. Based on this value, the following multiple linear regression equation was obtained:

$$Y = 10.425 + 0.219X_1 + 0.258X_2 + 0.360X_3 + 0.581X_4.$$

Meaning that it has an influence on employee performance.

The hypothesis test consists of t test and F test. The t test is used to analyze the influence of the independent variables, namely individual personality (X1), ability (X2), commitment (X3), work facilities (X4) partially on the dependent variable, namely employee performance ( Y).The basis for making decisions on the t-test are: If  $t_{count} > t_{table}$ , then  $H_a$  is accepted and  $H_o$  is rejected, meaning that individual personality, ability, commitment and work facilities have a positive and significant effect on employee performance. If  $t_{count} < t_{table}$ , then  $H_a$  is rejected and  $H_o$  is accepted, meaning that individual personality, ability, commitment and work facilities have no positive and significant effect on employee performance. The value of  $t_{table}$  can be determined by the following equation:  $df = nk-1 = 90-4-1 = 85$ . After calculating using this equation, it can be determined that the value of  $t_{table}$  is 1.66. The results of the t-test in this study are contained in the following table:

**Table 5.t test results**

Coefficients <sup>a</sup>					
Model	B	Std. Error	Beta	T	Sig
1 (Constant)	10,425	1980		5.266	.000
Personality	.219	.061	.165	3.597	.001
Ability	.258	.063	.165	4080	.000
commitment	.360	.055	.337	6.568	.000
Work Facilities	.581	.062	.555	9.304	.000

a. Dependent Variable: Employee Performance

Information: \* $p < 0.05$

Source: *Research Results, 2022.*

The results of the t-test can be described as follows, the individual personality variable (X1) has a value of  $t_{count}$  (3.59)  $>$   $t_{table}$  (1.66) which means  $H_a$  is accepted and  $H_o$  is rejected. While the significant value is smaller than the probability value of 0.05 or a significant value of  $0.001 < 0.05$ . Thus it can be concluded that the individual personality variable (X1) has a positive and significant effect on employee performance. Ability (X2) has a value of  $t_{count}$  (4.08)  $>$   $t_{table}$  (1.66) which means  $H_a$  is accepted and  $H_o$  is rejected, while the significant value is less than the probability of 0.05 or  $0.000 < 0.05$ . Thus it can be concluded that work facilities (X4) have a positive and significant effect on employee performance. The F test was conducted to test the simultaneous effect of the independent variable on the dependent variable. The basis for making F-Test decisions are: If  $F_{count} > F_{table}$ , then  $H_a$  is accepted and  $H_o$  is rejected, meaning that individual personality, ability, commitment and work facilities simultaneously have a positive and significant effect on employee performance. If  $F_{count} < F_{table}$ , then  $H_a$  is rejected and  $H_o$  is accepted, meaning that individual personality, ability, commitment and work facilities simultaneously have no positive and significant effect on employee performance. As for determining the value of  $F_{table}$ , the following equation can be used:  $df = k; n - k = 4; 90 - 4 = 4; 86$ . After calculating using this equation, it is determined that the value of  $F_{table}$  is 2.47. The results of the F test in this study are shown in the following table:



**Table 6.F. Test Results**

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	657,766	4	164.44	148,39	.000
	Residual	94.189	85	1,108	2	9
	Total	751,956	89			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Facilities, Ability, Individual Personality, Commitment

Information: \* $p < 0.05$

Source: *Research Results, 2022.*

Based on Table 6, it can be seen that the Fcount value is 148.39 > Ftable 2.47 with a significance value of 0.000 < 0.05. From these results, it can be concluded that individual personality, ability, commitment and work facilities simultaneously have a positive and significant influence on employee performance.

Furthermore, the coefficient of determination is tested with the aim of knowing how much the contribution of the independent variable to the dependent variable is. The contribution value is determined through the Adjusted R Square value, if it is closer to the value 1, it can be stated that the relationship between the independent variable and the dependent variable is getting stronger, and vice versa. The results of the coefficient of determination test are listed in table 7 below:

**Table 7. Coefficient of Determination Test Results**

Model Summary <sup>b</sup>				
	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.935a	.875	.869	1.05267

a. Predictors: (Constant), Work Facilities, Ability, Individual Personality, Commitment

b. Dependent Variable: Employee Performance

Information: \* $p < 0.05$

Source: *Research Results, 2022.*

Table 7. The results of the coefficient of determination test show that the Adjusted R Square value of 0.869 means that employee performance can be explained by the variable individual personality, ability, commitment and work facilities of 86.9%, while the remaining 13.1% can be explained by other variables not examined in this study.

### 3.2 Discussion

The results of the individual personality t test (X1) have a tcount value (3.59) > ttable value (1.66) which means  $H_a$  is accepted and  $H_o$  is rejected, with a significant value less than the probability value of 0.05 or 0.001 < 0.05, Thus it can be stated that the individual personality variable has a positive and significant effect on employee performance at the Regional Disaster Management Agency of Labuhanbatu Regency. This is in line with research conducted by Rondo, et al (2018) with the title "The Effect Of Personality, Work Environment And Work Placement On Employee Performance (At PT. BPR Prima Dana

Manado". The results show that personality and work environment have a significant effect on employee performance.

Ability (X2) has a value of  $t_{count} (4.08) > t_{table} \text{ value } (1.66)$  which means  $H_a$  is accepted and  $H_o$  is rejected, with a significantly smaller value than the probability value of 0.05 or  $0.000 < 0.05$ . It can be stated that the ability variable (X2) has a positive and significant effect on employee performance at the Regional Disaster Management Agency of Labuhanbatu Regency. This is in line with the research conducted by Basalamah (2019) with the title "Ability, Commitment and Infrastructure on the Performance of Hospital Employees". The results showed that the ability variable (X1), commitment variable (X2) and infrastructure variable (X3) simultaneously had a significant effect on the performance of RSKD employees, Siti Fatimah Makassar.

Commitment (X3) has a value of  $t_{count} (6.56) > t_{table} \text{ value } (1.66)$ , which means  $H_a$  is accepted and  $H_o$  is rejected, with a significant value less than the probability value of 0.05 or  $0.000 < 0.05$ , it can be stated that the variable commitment (X3) has a positive and significant effect on employee performance at the Regional Disaster Management Agency of Labuhanbatu Regency. This is in line with the research conducted by Salwa, et al (2018) with the title "The Effect of Commitment, Integrity and Competence on Employee Performance and Their Impact on the Performance of the Aceh Independent Election Commission (KIP)". The results of the study found that commitment, integrity and competence had a positive effect on employee performance at KIP Aceh.

Work facilities (X4) have a value of  $t_{count} (9.30) > t_{table} \text{ value } (1.66)$  which means  $H_a$  is accepted and  $H_o$  is rejected, with a significant value less than the probability value of 0.05 or  $0.000 < 0.05$ . It can be stated that the work facility variable (X4) has a positive and significant effect on employee performance at the Regional Disaster Management Agency of Labuhanbatu Regency. This is in line with research conducted by Harpis, et al (2020) with the title "The Effect of Work Facilities, Supervision and Compensation on Employee Performance at the Public Works and Spatial Planning Office of Serdang Bedagai Regency". The results of this study indicate that partially it can be concluded that work facilities, supervision and compensation have a positive and significant influence on performance. The results of this study indicate that simultaneously it can be concluded that work facilities, supervision and compensation simultaneously have a significant effect on performance.

Analysis of the research with the F test, obtained the  $F_{count}$  value of  $148.39 > F_{table} 2.47$  with a sig value.  $0.000 < 0.05$ . From these results it can be concluded that individual personality, ability, commitment and work facilities simultaneously have a positive and significant effect on employee performance at the Regional Disaster Management Agency of Labuhanbatu Regency.

#### IV. Conclusion

1. Individual personality has a positive and significant effect on the performance of employees of the Regional Disaster Management Agency of Labuhanbatu Regency
2. Ability has a positive and significant effect on the performance of the Regional Disaster Management Agency of Labuhanbatu Regency employees
3. Commitment has a positive and significant effect on the performance of the Regional Disaster Management Agency of Labuhanbatu Regency employees
4. Work facilities have a positive and significant effect on the performance of the Regional Disaster Management Agency of Labuhanbatu Regency employees

5. Individual personality, ability, commitment and work facilities have a positive and significant impact on the performance of the Regional Disaster Management Agency of Labuhanbatu Regency employees

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