

## EMPLOYEE PERFORMANCE ANALYSIS IN THE DISTRICT OF TULUNG KLATEN

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*Abstract : The research that has been done has the aim of knowing the influence of motivation, discipline, work environment and employee ability on a variable called employee performance in Tulung District, Klaten Regency. This research that has been done uses an approach called quantitative. The population in this study consisted of all employees in Tulung District, Klaten Regency, all of whom were 52 people. The sampling technique uses saturated samples. The technique for data analysis in this research that has used an analysis called multiple linear regression. The results of a study that has been conducted show that motivation, discipline, work environment and employee abilities have a positive and significant impact on the variable called employee performance in Tulung District, Klaten Regency. It is hoped that in the future, Tulung District, Klaten Regency, will continue to maintain and improve the quality of motivation, discipline, work environment and existing employee abilities, so that employee performance will also continue to increase and of course be better than before.*

**Keywords:** *Employee Performance, Motivation, Discipline, Work Environment, Employee Ability*

### 1. Introduction

Human resources become an aspect that is certainly very important in a company/organization. For management activities to run very well, the company or organization must have employees who know and have very high skills and can try to manage the company/organization optimally so that later the performance of existing employees will continue to improve. HUMAN RESOURCES become one of the principal capital in a company/organization, which can later obtain an invaluable contribution in a strategy of achieving a company /organization's goals. An example of the importance of the assistance of a human resource in a company/organization can be controlled from an employee's performance in completing their work. Therefore, every company or organization must always put the needs of its human resources first to obtain an excellent account.

Employee performance is essential for the company's continuity or organization in the present and future. Therefore, an account has the quantity/quality of the work of an individual or also a group that exists in an organization to be able to perform a primary task and also usefulness that has guidelines for rules, standards of operational a procedure of criteria and also the form that is already in force in an organization (Trang, 2013).

Motivation becomes the reason that can later make a performance of employees of a company/organization. Potu (2013) said motivation becomes one of the processes that can express the

intensity, then direction, and craft of a person to reach a target. Thus, reason becomes motivation or will that can cause a person to do something.

Discipline is also a reason that can affect an employee's performance in a company/organization. Meilany & Ibrahim (2015) said discipline can make employees always be able to attend and go home promptly, carry out all their work very well, comply with all organizational rules and social rules that are now set.

The work environment is also a reason that can affect the performance of employees of a company/organization. Setiawan (2012) work environment makes everything around the work environment to make a self in doing a job. The work environment in an organization has a lot of influences that are very important for the smooth running of production to a very suitable habitat, so that can be able to satisfy the employees who are there when carrying out an activity, and later also able to influence an improvement of existing performance.

In addition to motivation, discipline, and work environment, the ability is also a reason that can later influence employees' performance/organization. Therefore, that work capability makes a condition that already seriously exists in the workers and has usefulness when working by the field (Kristiani et al., 2013). This study tested Employee Performance Analysis in Tulung Subdistrict Klaten.

## **2. Literature Review**

### **A. Performance**

Rivai's performance (2009) means the willingness of a person/group to work on a schedule and make it perfect by responsibility with the same goal at the same time as determined. Thus, performance becomes the implementation of a role that has been prepared (Suwati, 2013). Bandari (2016: 21) says to calculate an employee's performance individually. There are 6 indicators:

1. Quality
2. The ability to reach a target
3. The time is always correct
4. Work effectively
5. Have commit to work

### **B. Motivation**

Widodo's motivation (2015: 187) becomes new energy that exists in a person will later encourage the employee's behavior to be able to do a job. The amount of intensity that exists from a person to carry out the work by a target and also shows the extent of the ability of his encouragement. Fadillah Work Motivation Indicator (2013) is described as follows:

1. Responsibilities
2. Work performance
3. Opportunities to progress
4. Recognition of performance

### **C. Disciplin**

According to Muchdarsyah (2014: 135), discipline is an attitude of workers who are always able to do to be able to implement the existing regulations that have been set. That discipline can also be developed using a particular exercise by working on appreciating time, energy, and cost. Hasibuan (2012: 194) indicators of a discipline are :

1. There is a purpose of an ability
2. Beware of employees
3. Adhere to the standards in the work
4. Comply with the rules in the work
5. Have ethics in working

### **D. Work Environment**

Sedarmayanti's work environment (2011: 2) becomes the whole of the tools and materials that will be done, the environment in which a person will work, the search for his work, and the rules of work either later as an individual or as a group. Resa (2014: 54) indicators used to be able to measure a work environment:

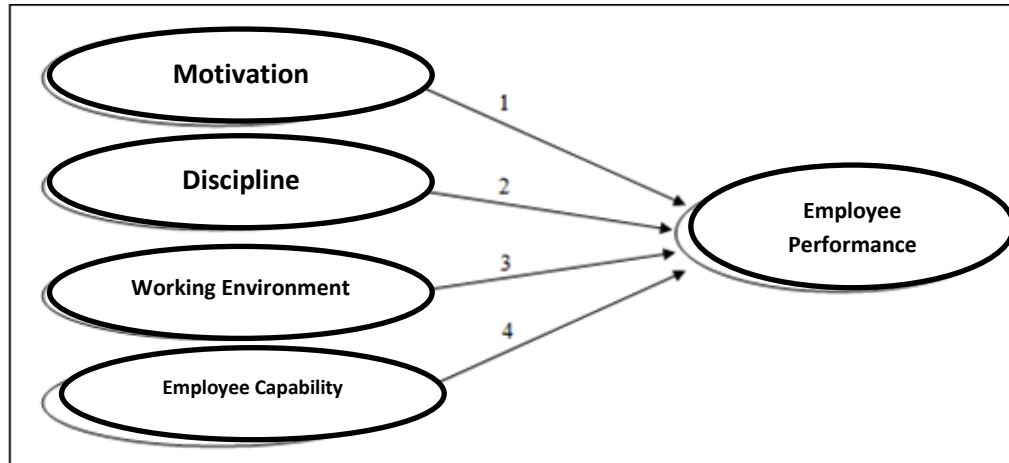
1. Clean Rate or not a working environment
2. Office facilities
3. Air exchanged. Lighting

### **E. Ability**

According to Gibson (2007: 54), Ability has existed since birth that later makes a person be able to complete a task. Thus, the Ability to work becomes a condition that already exists in a worker himself who is serious about having the usefulness and successfully carrying out a job by the field in his work (Christian, et al. 2013). According to Gibson (2009) the indicators used in this research have been conducted as follows:

1. Education.
2. Numeracy skills.
3. Workability
4. Working period.

## Hypothesis



### 3. Research Methodology

This research has been done using quantitative means. The quantitative analysis becomes a scientific method because it is by scientific rules that are very concrete or empirical, objective, measurable, and rational, and systematic (Sugiyono, 2016: 7). The population can also be called the entire subject in the study (Arikunto, 2010: 173). The population of all employees who work in dpkpp Klaten district amounts to 52 people. The sample is also part, or representative of a population studied (Arikunto, 2010: 109). The number of models that have been taken for the study as many as 52 people or respondents. Sampling techniques that will be used in this study with census techniques.

### 4. Results And Discussion

#### A. Multiple Linear Regression Test

**Table 1 Multiple Linear Regression Results  
Coefficients<sup>a</sup>**

Modle	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	8.507	3.506		2.426	.019
	MOT	.192	.084	.278	2.286	.027
	DST	.410	.118	.443	3.479	.001
	LKT	.170	.079	.275	2.145	.037
	KMT	-.180	.072	-.331	-2.519	.015

a. Dependent Variable: KPT

Source : Research Data processed (2020)

Based on the results of the table listed above can be obtained an equation of regression that has occurred, namely:

$$Y = 8,507 + 0,192 X_1 + 0,410 X_2 + 0,170 X_3 + (-0,180) X_4 + e$$

The result of the existing equation can be explained by:

**1. Constant (a)= 8,507**

If the value (a) = 8,507 while from the variable motivation (X1), discipline (X2), work environment (X3), and employee ability (X4) is considered unchanged or also (=0), then the result of employee performance variable is 8,507 and also provides information that there is a positive value.

**2. Motivation coefficient (X1) = 0.192**

If the coefficients of motivation variables increase, while from discipline, work environment and employee ability it is estimated that the value of an existing regression model is of fixed value, then the value of an employee's performance will continue to increase by 0.192 and also information that there is a positive value.

**3. Discipline coefficient (X2) = 0.410**

Suppose the coefficient of the disciplinary variable increases, while from the motivation variable, the work environment and the ability of the employee is estimated to be the value of an existing regression model is of fixed importance. In that case, the result of the employee's performance value will continue to increase by 0.410 and information that there is a positive value.

**4. Coefficient of working environment (x3) = 0.170**

Suppose the coefficient of a work environment there is an increase. At the same time, the variable motivation, discipline, and ability of employees estimated the value of an existing regression model is of fixed importance. In that case, the value of an employee's performance will continue to increase by 0.170 and information that there are positive value results.

**5. Employee capability coefficient (X4) = -0.180**

If the coefficient of the employee's ability variable increases, while from the motivation variable, discipline, and work environment is estimated the value of an existing regression model is of fixed importance, then the result of the value of an employee's performance will continue to decrease by -0.180 and also information that there is an outcome of harmful matter.

**B. Hypothesis Test**

**1. F Test Result**

**Table 2 F Test Result**

ANOVA<sup>a</sup>

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	17.506	4	4.376	5.335	.001 <sup>b</sup>
Residual	38.552	47	.820		
Total	56.058	51			

a. Dependent Variable: KPT

b. Predictors: (Constant), KMT, MOT, DST, LKT

The feasibility test result of the model obtained F- score  $> F$ -table of  $5,335 > 2.57$  with a significance of 0.001 means that the results of this analysis are significant with the current signification rate  $< 0.05$  the value of  $H_0$  will be rejected, and also  $H_a$  will be accepted. Furthermore, it means an influence of a motivation variable, discipline variable, work environment variable, and employee capability variable in a simultaneous way and significant to the employee performance variable in Tulung Subdistrict Klaten.

## 2. T - Test Result

**Table 3 T Test Result  
Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.507	3.506		2.426	.019
	MOT	.192	.084	.278	2.286	.027
	DST	.410	.118	.443	3.479	.001
	LKT	.170	.079	.275	2.145	.037
	KMT	-.180	.072	-.331	-2.519	.015

a. Dependent Variable: KPT

Source : Research Data processed (2020)

- Motivation variable has t-score  $> t$ -table ( $2,286 > 2,011$ ) and also Sig  $0.027 < 0.05$  can be obtained the conclusion  $h_0$  results will be rejected and also  $H_a$  will be accepted. There are very positive influence results and also significant motivation to the performance of employees in Tulung Subdistrict Klaten.
- Disciplinary Variables have a t-score  $> t$ -table ( $3,479 > 2,011$ ) and also Sig  $0.001 < 0.05$  can be obtained the conclusion  $h_0$  results will be rejected and also  $H_a$  will be accepted. Therefore, there are very positive influence results and significant discipline on employees' performance in Tulung Subdistrict Klaten.
- Working Environment Variables have a t-score  $> t$ -table ( $2,145 > 2,011$ ) and also Sig  $0.037 < 0.05$  can be obtained the conclusion  $h_0$  results will be rejected and also  $H_a$  will be accepted. Therefore, there are very positive influences and significant work environment on the performance of employees in Tulung Subdistrict Klaten.
- Variable Capability Of Employees t-score  $> t$ -table ( $-2.519 < -2.011$ ) and also Sig  $0.015 < 0.05$  can be obtained the conclusion  $h_0$  results will be rejected and also  $H_a$  will be accepted. Therefore, there is a very positive impact and the significant ability of employees to employee performance in Tulung Subdistrict Klaten.

**C. Determination Coefficient Test ( $R^2$ )**

**Table 4**  
**Determination Coefficient Results**  
**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.559 <sup>a</sup>	.312	.254	.90568

a. Predictors: (Constant), KMT, MOT, DST, LKT

b. Dependent Variable: KPT

Sourcer : Primary data processed 2020

The above calculation result has been done and has been obtained due to adjusted R square 0.254. Means from the variables of motivation, discipline, work environment, and ability of employees to contribute to the performance of employees by 25.4% while there is the remaining 74.6% explained by some other variables that are not proposed in this study such as work culture, leadership, education, and others.

**Discussion****1) The influence of motivation on an employee's performance in Tulung Subdistrict Klaten.**

The tests presented in Table 3 show that motivational factors have a very positive and significant influence on employee performance. The results prove that if the motivation is higher, then the performance of employees will also experience a real improvement. The results of this research that has been carried out are in line with the results of a previous study that has been conducted (Potu, 2013). The motivation there is a very positive and significant influence on employees' performance.

**2) The influence of a discipline on the performance of employees in Tulung Subdistrict Klaten.**

The tests presented in Table 3 show that disciplinary factors have a very positive and significant influence on employee performance. Furthermore, the results prove that if the higher the discipline, the better the understanding will also experience a real improvement. The results of this research that have been carried out are in line with the results of a previous study conducted by (Yuniar et al., 2013) discipline there is a very positive and significant influence on an employee's performance.

**3) The influence of a work environment on the performance of employees in Tulung Subdistrict Klaten.**

The tests presented in Table 3 show that work environment factors have a very positive and significant influence on employee performance. The results obtained prove if the higher the work environment then on the performance of employees will also experience a good improvement in real. The results of this research that has been carried out are in line with the results of a previous study that has been conducted by (Setiawan, 2012) the work environment there is a very positive and also significant influence on an employee's performance.



#### **4) The influence of an employee's ability on an employee's performance in Tulung Subdistrict Klaten.**

The tests presented in Table 3 show that employee capability factors have a very positive and significant influence on employee performance. The results prove that if employees' ability, the performance of employees will also experience a real improvement. The results of this research that has been carried out are in line with the results of a previous study that has been conducted by (Kristiani et al., 2013) the ability of employees there is a very positive and also significant influence on an employee's performance.

### **5. Conclusion**

Based on several hypothetical test results and also detailed discussions that have been conducted in the following research from 52 questionnaires that have been distributed to employees of Tulung Subdistrict Klaten, it has been determined that from the variables of motivation, discipline, work environment, employee ability has a very positive influence and also significant to the performance variables of employees in Tulung Subdistrict Klaten.

The coefficient of determination of the research that has been conducted has been obtained adjusted R Square ( $R^2$ ) results of 0.254 or 25.4%. This means the determination or contribution of variable motivation, discipline, work environment, employee ability to employee performance in Tulung Subdistrict Klaten district of 25.4%. On the other hand, the rest of the contribution from some other variables is only 74.6%, such as work culture, leadership, education, and others.

### **Suggestion**

#### **1. Theoretically**

It is expected that further research to be able to develop research that has been done later by using other free variables in addition to motivation, discipline, work environment, and employee capabilities that can affect employee performance considering there is still an influence of 25.4% outside the variables of this research such as work culture, leadership, education, and others.

#### **2. Practically**

- a. It is expected that Tulung Subdistrict will maintain and improve the quality of discipline, work environment, and capabilities of existing employees later in the future. The high quality of motivation, discipline, work environment, and ability of employees in Tulung Subdistrict Klaten district makes the performance of employees will also continue to improve and will also be better than the previous condition.
- b. Tulung Subdistrict should also increase the motivation of employees so that employees feel satisfied and more enthusiastic in working and employee performance is improved. The reason makes employees more agile in work, feel happy to live their work, and the current position is faster to reach the target.
- c. For other researchers, employee performance variables can also be used for research outside organizations or government agencies because they can be used to advance a careful object. It can also be used in companies, banks, factories, and others.



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