

Original Article

The Influence of Work Abilities and Work Motivation on the Performance of Km Sinabung's Abk

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Abstract: Human Resources (HR) is a field of study that empowers employees in the company, creates work and group work, develops the ability of employees, and finds methods. To increase performance employee knowledge, this is also a studying method to give compensation to employees for effort. The purpose of the study is to determine how the ability to work and motivation to work impact the performance of employee child fruit (ABK) KM Sinabung. The study was associative and was done with as many respondents as 42 individuals and used a non-probability purposive sampling method. Statistical data analysis was done using multiple linear regression and the SPSS computer program. The conclusion of the results study is that motivational work is influential and significant to the performance of employees. Ability Work can increase the level of performance of employees on the KM Sinabung Ship. Simultaneously, there is significant influence from variable variable independent (motivation work and abilities work) towards variable bound (performance employee). The conclusion of the results study is that motivation works influential significantly affects the performance of the employee; the ability to work can increase the level of performance of employees on the KM Sinabung Ship. Simultaneously, there is a significant influence from variable variable independent (motivation work and abilities work) towards variable bound (performance employee).

Keywords: Work Motivation, Work Ability, Performance.

I. INTRODUCTION

KM Sinabung is one of them, operating vessels in industry shipping, sectors that play a crucial role in the global economy by connecting various ports and countries. Effectiveness operation ships are highly dependent on performance child fruit ships (ABK) involved in various duties and responsibilities answered above the boat. The performance of the crew is a key factor that influences the safety, efficiency and productivity of an operational boat. Performing crew members tall can ensure smooth and minimizing operation risk of accident or operational loss. On the contrary, performance lacks optimal possible results impact negatively like delay, damaged equipment, and safety problems.

Study This focuses on two factors considered the main things that influence crew performance, i.e. ability work and motivation work. Ability Work covers skills, knowledge, and expertise possessed by crew members when carrying out tasks. Adequate capabilities contribute directly to good performance. Motivation Work is an internal drive or external influence that influences the extent to which the crew members try and commit to carrying out the task.

A number of results studies previously, namely (Firmansyah, 2014), researched the ability of loyalty to the employee, which is one ability that influences the performance of the employee more than disciplined work. The results of the study, in other words, show that the ability to work is one possible factor that influences the performance of employees. This matter is in accordance with the results of research, which show that there is a significant influence between ability to work and employee performance. Employee performance is tightly connected with the ability to work obtained by somebody in work. For the ability to work, employees require factors that can increase performance employee. Unlike the results of the study, that ability does not influence performance. Besides ability, motivation also influences performance, according to results study from Dewi (2019), Putri et al. (2015), Smith & Doe (2023) and Clark (2018), who researched about influence of motivation work on employee performance results of the research is motivation work influential positive to performance employee. However, different from the results study from the study, this is not in line with the theory; according to Hasibuan (2017) stated that motivation is giving Power the driving force that creates excitement to work with someone to order them. He wants to work effectively and integrate with all his efforts. The reason for this is that its significance can be caused by a lack of awards from praise or bonuses from superiors to subordinates, which can result from low motivation in employees at work.

Understand from the results of the study above, with inconsistent results research, how ability, motivation, and culture influence crew performance is important for increasing efficiency and effectiveness in an operational boat. This study gives useful insight into the management of KM Sinabung and industry shipping in a way that general effort increases crew



performance and welfare. The main purpose of the study is to analyze the third-edition factor that influences crew performance at KM Sinabung and give recommendations based on the findings of the study. For increased crew performance on the ship, with the background behind this, research can give a better understanding of the connection between influencing factors and crew performance and offer practical solutions for increasing performance in the environment boat.

II. LITERATURE REVIEW

A) Literature Review

a. Motivation Theory

Expectancy Theory was stated by Victor H. Vroom, who said that somebody works to realize hopes from work. This theory is based on three components, namely:

1. Hope is an opportunity provided and will happen because of the behavior.
2. Value (Valence) is the value resulting from behavior certain. For example, mark positive about events chosen by somebody because, of course, they want to be selected, and value negative when somebody is disappointed because they actually do want to be chosen.
3. Linkage (Instrumentality), namely, a big probability of work is effective in fulfilling desires and needs and certain expectations. Victor Vroom opined that motivation Work is influenced by expectations of individuals to result from the business they do. He develops draft expectancy, instrumentation, and valence. If the crew members of KM Sinabung believe that business will produce the desired outcome (e.g., rewards or confession), then they will be more motivated to increase performance.

b. Performance of Ship Crew

Employee performance is the level of success of the employee in operating duties and responsibilities, he answered. As for understanding performance employees, according to Mangkunegara (2006), results work in a way as the quality and quantity achieved by a person employee in carrying out his task in accordance with not quite enough the answer given to him. (Supriatiningsih et al., 2023) give a definition of performance, which is about the level of achievement implementation of an activity or program/ policy in realizing goals, objectives, mission and vision contained in the planning strategy of an organization.

c. Motivation

According to Jarot Prianggono (2022) (Jayanti & Wati, 2019), the motivation of employees can measured by measuring the level of commitment, creativity and drive to finish assigned tasks. Motivation Employees can also influence the growth and performance of an organization, regardless of the size or the industry (Latuny, 2021). Lack of motivation among employees can cause problems like disinterest, dissatisfaction self, and hopelessness (Latuny, 2021). Studies show that employees feel that contribution and performance impact the organization in the long term and make a difference. Consider perspective-producing individual results positively creates a sense of accomplishment and value.

d. Ability Work

Ability work, according to, is defined as a situation in which a person worker is truly successful and productive in the field of his job. According to, the ability is an inherent trait since birth or studied as possible somebody finishes the task. Ability also shows the ability of somebody to finish the task or not quite enough answer certain.

B) Development Hypothesis

a. Influence motivation to performance

Motivation, which originates from the self, somebody or a motif, has two elements (Moenir, 2002; 130). First form Power push For do. Element second is target or goal (reward here can be interpreted as a motivator) who will directed by action That. In context, This is motivation. Work covers factors that influence the crew's enthusiasm and encouragement to do tasks with good. This can include intrinsic motivation (like satisfaction, personal and sense of accomplishment) and extrinsic (e.g. rewards, financial and recognition). The performance of the crew at KM Sinabung can be achieved measured based on various indicators, such as efficiency, productivity, quality work, and achievement goals operations determined by the ship or company. This matter is in line with the results of the study by Dewi (2019), Putri et al. (2015), Smith & Doe (2023) and Clark (2018). So, the hypothesis was formulated as follows:

H1: There is an influence significant positive between motivation Work and performance child fruit (ABK) at KM Sinabung.

b. Influence ability work to performance

Jayanti & Wati (2019) and Robbins (2006) stated that the ability to work can be interpreted as the capacity of an individual to carry out various tasks in work. Whereas (Rosalina & Wati, 2020) and Gibson (2006) explain that the ability to work is the potential for somebody to carry out a task or work. The ability to work shows proficiency in somebody, such as intelligence and skills. Ability relates tightly to the physical and mental abilities that people have for carry out work . Non-

existence matter like This can influence improvement performance employees (Robbins, 2006). Then according to Thoah (2004) ability employee defined as as follows, “Ability is a indicative conditions element maturity is also related to available knowledge and skills obtained through education, training and knowledge”. This matter in line with results Firmansyah's (2014) research from the So hypothesis formulated as following :

H2: There is an influence significant positive ability Work to performance child fruit (ABK) at KM Sinabung.

c. Influence motivation and ability Work in a way simultaneous to performance

The ability to work usually increases crew performance because they are more skilled and knowledgeable in carrying out tasks. For example, a skilled technician in the maintenance machine boat will be more efficient in guarding the machine boat and will work with good. High motivation can positively influence crew performance overall. A motivated crew member will possibly work more loudly, more carefully, and be more committed to his task. High motivation can increase Spirit work and compliance with standard operations. When ability work and motivation Work combined, both can each other strengthen their influence on performance. For example, a crew member with good skills and high motivation possible will produce excellent performance because they not only understand What should done but also have encouragement to do it with the best.

H3: Ability and motivation in a way simultaneously influential to the performance of child fruit (ABK) at KM Sinabung.

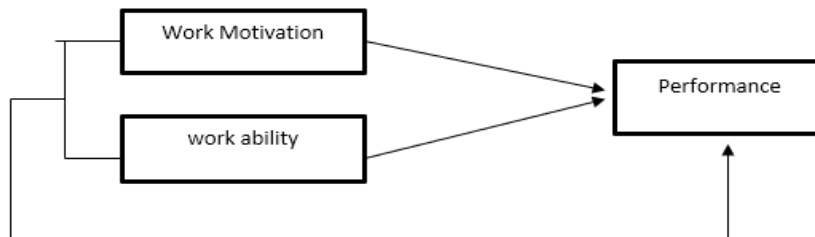


Figure 1. Framework Thinking

III. RESEARCH METHODOLOGY

A) Population and Sample

The type of research is qualitative, using primary data. Researchers' reasons chose KM Sinabung Ship because they want to know the motivation, work, and abilities work to perform employees in maintaining their role as one of the medium companies developing in Indonesia. The researcher sets the population in the study as subordinates of KM Sinabung ship, with as many as 42 respondents.

B) Definition and Measurement

Table 1. Definitions and measurements

Variable	Definition	Dimensions / Indicators	Scale
Motivation Work	Something that gives rise to encouragement or Spirit work or pusher Spirit work (Martoyo, 2007)	1. Happy Work 2. Work hard 3. Feeling valuable	Likert scale (1-5)
Ability Work	Capacity individual for doing various tasks in a work (Robbins, 2008)	1. Ability Work 2. Education 3. Working period	Nominal scale (yes/no)
Performance	Work results, in a way, the quality and quantity achieved by a person's crew in carrying out the task in accordance with not quite enough answers (Mangkunegara, 2000)	1. Quality Work 2. Quantity Work	Ordinal scale (1-5)

Source: author's data processing

IV. RESULTS OF ANALYSIS AND DISCUSSION

A) Data Analysis Results

a. Statistics Descriptive

Table 2. Sample Size and Return Rate Questionnaire

Information	Amount
Total distribution of questionnaires	42
Total questionnaire returns	42
Number of unreturned questionnaires	0

Response Rate (Return Rate)	100%
Total questionnaires that can be processed	40
Total questionnaires that cannot be processed	2
Source: results SPSS data processing	

Based on the results of the respondent's response rate, include high (100%); however, in processing, there are 2 questionnaires. No can continue for analysis because the results answered questionnaire not complete enough or cannot be followed up.

b. Normality

For the test, the data from the samples taken are normal. The method used in research is the Kolmogorov -Smirnov test, with criteria that the test is marked Asymp.

Sig. above 0.05, then the data is normally distributed and vice versa when mark Asymp. Sig. If the data is below 0.05, then the data is not normally distributed. Based on the results analysis, normality obtained results as follows:

Table 3. Normality Test

Variable	KS Count	Asymp. Sig.	Information
X1	0.923	0.362	Normal
X2	0.766	0.600	Normal
Y	1,104	0.174	Normal
Source: results SPSS data processing			

Normality test results show asymp. Sig. Kolmogorov-Smirnov on variables motivation work of 0.362, ability work of 0.600 and performance employee of 0.175. From the results, the show mark significance or probability is big from level significant 0.05, which means the third variable is normally distributed.

c. Multicollinearity Test

Based on multicollinearity test results, obtained results as follows:

Table 4. Multicollinearity Test

Variable	Tolerance	VIF	Information
X1	0.880	1,136	n't any multicollinearity
X2	0.880	1,136	n't any multicollinearity
Source: results SPSS data processing			

Source: author's data processing

Table 4 above shows that the variable VIF value is not enough from value 10. With so, the regression model used no happen multicollinearity.

d. Analysis Multiple Linear Regression

Analysis used in the study is an analysis of multiple linear regression, that is, for know influence motivation work and abilities. Work to performance employee. As for form equality, the regression is as follows:

$$Y = a + b1X1 + b2X2$$

Information :

- Y = Employee performance
- a = Constant (intercept)
- X1 = Motivation Work
- X2 = Ability Work
- b1 b2 = Coefficient regression X1, X2

Table 5. Analysis Results Regression Multiple

Variable	Coefficient Regression	Standard Error	t count	Sig. (2-tailed)
Motivation Work (X2)	0.496	0.133	3,735	0.001
Ability Work (X3)	0.623	0.187	3,328	0.002
Constant	-8,522			
R	0.713			
R Square	0.508			
F	19,104			
Sig. F(p)	0,000			
sig. at = 0.05				
Source : results SPSS data processing				

Based on the results calculation analysis regression multiple so equality multiple linear regression is as follows:

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = -8.522 + 0.496 X_1 + 0.623X_2$$

In the equation, the shown influence variable independent (X) against variable dependent (Y). As for the meaning of coefficient regression, it is as follows:

- 1) Constant = -8.522
It means if motivation, work, and abilities work assumed, there is no performance, and the employee will go down, amounting to 8,522.
- 2) Coefficient regression (b1) = 0.496
It means if motivation works more OK, then happen increase in performance for employees amounting to 0.496 units, with assumptions other variables remain constant. The value of b1 is signed positive, so if motivation Work more Good, it causes increasing performance of employees and vice versa.
- 3) Coefficient regression (b2) = 0.623
This means that if the ability to work is more OK, then the performance of employees will increase, amounting to 0.623 units, with assumptions that other variables will remain constant. The b2 value is signed positive, so if the ability to Work more Good causes increasing performance for employees and vice versa.

B) Testing Hypothesis

a. Testing Variable Free By Partial (t-test)

Testing is used to know whether there is or not influence from variable free (motivation work, ability work), against variable bound (employee performance) on an ongoing basis, partial or individual.

b. Testing Variable Motivation Work

Criteria hypothesis proposed :

- Ho : b1 = 0 means No There is influence in a way partial variable motivation Work to variable performance employee
- Ha: b1 = 0 means There is influence in a way partial variable motivation Work to variable performance employee

Based on the calculation of the results obtained, calculated t value (3.735) > t table (2.026), so hypothesis null (Ho) is rejected and the hypothesis alternative (Ha) is accepted. The rejection of Ha means motivation Work is influential and significant to performance employees, so if motivation Work is more Good performance employees on the KM Sinabung Ship will experience an increase.

c. Testing Variable Ability Work

Criteria hypothesis proposed :

- Ho : b2 = 0 means No There is influence in a way partial variable ability Work to variable performance employee
- Ha: b2 = 0 means There is influence in a way partial variable ability Work to variable performance employee

Based on the calculation of the results obtained, calculated t value (3.328) > t table (2.026), so hypothesis null (Ho) is rejected, and the hypothesis alternative (Ha) is accepted. The rejection of Ha means ability Work is influential and significant

to performance employees, so if ability Work the more Good, so level performance employees on the KM Sinabung Ship will experience increases.

d. F test

1. Determine hypothesis
 - Ho: $b_1 = b_2 = 0$, meaning in a way simultaneously No There is influence which is significant from variables independent (motivation work, ability work) towards variable bound (performance employee)
 - Ha: $b_1 = b_2 = 0$, meaning in a way simultaneously. There is significant influence from variables independent (motivation work, ability work) towards variable bound (performance employee)
- a. With use level significance (α) = 0.05 ; degrees freedom (dk) = (nk-1) = 37 is obtained table F value = 3.252
- b. Criteria testing
Ho accepted if F count < 3.252. Ho is rejected if F count > 3.252
- c. Test results obtained calculated F- value = 19.104 with sig. F = 0.00

C) Discussion

The results of research state that exists influence the ability to work to performance. From the results, testing shows that a positive influence from the ability to do meaningful work and the ability to do high work can increase employee performance. Robbins (2008) stated that the ability to work is the capacity of an individual to do various tasks in a work. The ability to work is a very important performance employee in a company or organization. Success and proficiency implementation work in an organization is highly dependent on the performance of employees. So that ability Work is matter important for an employee can finish work with good. This matter is in line with the results of a study from (Firmansyah, 2014), different from the results study from (Sari & Martha 2022), that ability is not influenced by the performance of employees.

The impact it caused from the results study shows a positive direction, which means that motivation more work good and the ability to work will increase the performance of the employee. Motivation employee is a form of willingness to try hard to reach an objective organization with notice business satisfying a number of needs, as well effort to repair and shape knowledge, attitudes and behavior employee so that employee the in a way voluntary try Work in a way cooperative with employees other For increase its performance. In accordance with (Jarot Prianggono, 2022) (Nawawi, 2003), motivation is encouragement or the will that causes somebody to act or do something. More carry on, Martoyo (2007) states that motivational work is something that gives rise to encouragement or Spirit Work or, in other words, a pusher Spirit Work.

There is influence motivation work and abilities work, fine in a way simultaneous nor in a way partial. The impact it caused from the results study shows a positive direction, which means that motivation more work good and the ability to do work will increase performance employee. Motivation employees are willing to try hard to reach an objective organization with notice business satisfying a number of needs, as well effort For repair and shape knowledge, attitudes and behavior employee so that employee the in a way voluntary try Work in a way cooperative with employees other For increase its performance. According to Nawawi (2003), motivation is encouragement or the will that causes somebody to act or do something. More carry on, Martoyo (2007) states that motivational work is something that gives rise to encouragement or Spirit Work or, in other words, a pusher Spirit Work. Related to the results study this, then in a way, general support and development research conducted by (Mahyudin, 2008) and (Yoga, 2009)

V. CONCLUSION AND RECOMMENDATIONS

A) Conclusion

Based on the results, analysis of the data above can be taken conclusion as follows:

Motivation Work is influential and significant to the performance of employees. Ability Work can increase the level of performance of employees on the KM Sinabung Ship. Simultaneously, there is a significant influence from variable variable independent (motivation work and abilities work) towards variable bound (performance employee).

B) Limitations Study

The existing research in the thesis that this covers has limitations in matter data analysis, where 2 questionnaires are not filled out completely or not processed, so matter this can influence the strength of the results of the study.

C) Suggestion

Research results show that on the item regarding burden work given Still in stage reasonable, respondent Still is in the doubtful category. Therefore , the expected party management company to review the return burden work given to employees, for example, with arrangement timetable appropriate overtime, considering factor ability as well as condition physique employees, placement employee in accordance with field, or with share burden Work fair Possible to employees who have competence. In trying items find ways new ones can speed up work, assessment respondents are in the undecided category, so

one method for increasing matter the expected exists training and development skills/expertise of employees in the operational machine to get the job done can finished fast.

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