

The Influence of Ability and Motivation on Employee Performance on Company Progress

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ABSTRACT

The research aims to know and analyze how ability and motivation affect the performance of employees in the moving company. When viewed from its background, namely essential, in an organization, the Human Resources (HR) factor has an important role compared to other factors. Humans have a necessary function in achieving performance, so HR requires expertise that is quite reliable. Employee performance is a very dominant factor in improving company performance. The method used in this research is a method literature review. Namely a literature search conducted through Science Direct and Google Scholar. In the early stages of searching for articles, 406 journal articles were obtained using the keyword "employee performance." The results showed that workability and motivation significantly influence the company's progress, and every ability possessed by employees must always coexist with work motivation to perfect it as the key to the company's success.

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1. INTRODUCTION

In an organization, the factor of Human Resources (HR) has an important role compared to other factors. Humans have an essential function in achieving performance, so HR requires expertise that is quite reliable. Employee performance is a very dominant factor in improving company performance. No matter how great and sophisticated the equipment, technology, and massive capital are, the company's goals will not be achieved if the human element cannot work effectively and efficiently. High ability will help employees carry out various tasks, thus facilitating their work.

Meanwhile, low-capacity causes employees to be passive. Motivation can be a fundamental part of management. In this case, motivation plays a vital role because everything can be aimed at influencing

human potential and power by generating, turning on a high level of desire, and increasing enthusiasm together in carrying out duties and responsibilities to achieve the company of the goal.

Ability consists of two factors, namely the first ability is Intellectual (Intellectual skills) is the ability to perform mental activities. Second, ability Physical (Physical ability) is the ability to do an exercise based on stamina, strength, and characteristics of physique [1]. Then According to [2], motivation is a condition that influences arousing, directing, and maintaining behavior related to the work environment. According to [3], motivation is a condition or energy that drives employees to be self-directed or aimed at achieving the company's organizational goals. The provision of motivation is also carried out so that employees can work more optimally in

attaining the purposes desired by the company.

Performance originates from the word performance, which means the results of work in quality and quantity achieved by an employee in carrying out their duties by the responsibilities given to him [4]. According to [5], there are eight performance indicators: Quantity of Work, Quality of Work, Job Knowledge, Creativeness, Cooperative, Dependability, Initiative, and Personal Qualities.

Improving employee performance is a challenge in human resource management because success in achieving goals and the company's survival depends on the quality of human resources. Companies need not only employees who are capable and skilled but employees who can work harder and are willing to achieve optimal results by company goals. The performance will provide employee benefits, such as an increase in salary, expanding opportunities for promotion, increasing skills, and increasing the experience of an employee. Improving employee performance will positively impact the company's progress to survive in business competition for market share.

2. LITERATURE REVIEW

2.1 *Workability*

Ability is defined as broad characteristics and stable characteristics of responsibility at a maximum level of achievement in contrast to mental and physical work abilities. Employees with sufficient ability will complete their work with good corresponding with the time or target set in the work program. This happens because employees can devote all their abilities to carrying out their assigned tasks, but not quite enough, he replied [6].

Ability is a trait that is innate/learned that allows a person to complete his job [7]. Ability shows the potential of people to carry out tasks or jobs. The ability of employees to carry out their duties is a manifestation of the knowledge and skills possessed. Blanchard stated, "Job maturity (ability) is associated

with the ability to do Something. This is related to knowledge and skill".

Employability refers to a complex feature, and the extent reflects the interaction between the volume of both physical and mental activity and the functional abilities of workers, their health, and subjective assessment of their status in given organizational and social conditions. [8]. Ability is a trait born or learned that allows someone to complete his work mentally and physically [9]. Workability is the capacity of individuals to carry out various tasks in a particular job. Individual abilities are composed of two factors: intellectual ability and ability physique [10]. According to [11] disclose, several factors can affect the ability of an employee's ability: Beliefs and values, skills, experience, personality characteristics, motivation, and emotional issues. Three types of basic abilities must be owned to support someone in carrying out work or tasks so that maximum results are achieved [12], namely: Technical Skill (Technical Ability) Is knowledge and mastery of activities concerned using processes and procedures related to work and work tools, Human Skill is the ability to work in a group atmosphere where the organization feels safe and free to raise issues, Conceptual Skill is the ability to see a rough picture to recognize an essential element in a situation understand among the factors. We can see several indicators to determine whether an employee can carry out his work. According to [10], Indicator ability work as follows: Ability to Work, Education, and Years of Service.

2.2 *Work motivation*

Motivation originates from the Latin word "movere," which means encouragement or moving [13]. Motivation in management is only aimed at human resources in general and subordinates in particular. Motivation questions how to direct the power and potential of associates so that they want to work together productively and succeed in achieving and realizing predetermined goals. [13] define motivation as a skill in directing employees and organizations to want to

operate successfully so that employees' desires and organizational goals are simultaneously achieved. [14] disclose that Motivation is a desire within a person that causes that person to act.

Explain motivation is a willingness to expend a high level of effort towards organizational goals, conditioned by the effort's ability to fulfill some individual needs [15]. In this case, the need is an internal state that causes specific results to appear attractive. In [13], motivation is the initiation and direction of behavior and motivational learning in behavioral studies. Motivation is also the force that drives an employee that raises and directs behavior [16].

In formation, ability work refers to several indicators according to [16]: (1) Focus on direction, with its sub-indicators, set goals, pay attention to success, and complete tasks on time. (2) Business intensity, with its sub-indicators, want to work overtime, discipline, maximum utilization of time, and participation in the company. (3) Quality of business strategy, with its sub-indicators study from failure, evaluate and innovate continuously and try hard and persistent. Employee work motivation is also a determining factor in a company's success. The motivation process can be depicted as when employees are not satisfied, resulting in tension, which in the end, will look for a way to fulfill their needs.

2.3 Employee performance

Performance is something done and produced by employees in shape goods or body in period and size/quantity specific [17]. A professional must own journal degrees with a certain level of ability and readiness. A person's willingness and skill will not be effective without a clear understanding of his job. Besides that, [1] state some factors that affect employee performance, namely: 1) Ability factor (ability), 2) Motivation factor (Motivation) 3) Individual Factors.

Performance measurement in this study was taken from [18] with the following indicator: 1. Quality, performance is assessed from the process or results of work that are

close to perfection. This can be seen from the suitability of the ideal way of working in carrying out a job and achieving the goals expected by an activity. 2. Quantity refers to the amount produced in work. This amount can be in the form of a monetary value, the number of units, or the number of completed work cycles. 3. Timeliness, completing an activity/work or production adequately based on the shortest time that can be achieved or the time that has been targeted. 4. The need for supervision and employee independence in carrying out work functions properly without asking for supervisory assistance or supervisory intervention to avoid adverse results. 5. Interpersonal impact, employee's ability to increase self-esteem, faith, and cooperation with fellow employees and subordinates.

2.4 The company's progress

The importance of employees for the progress of the company is very influential. Without employees working for a company, don't expect the company's continuity to have good results. Employees are a significant asset. The company's progress depends on employees who work based on their abilities and work motivation according to the needs and expectations of the company. The progress of the company means that the company will run better and healthier, then the impact will return to the employees themselves. With a healthy environment, they will be comfortable working, and the business will be good by continuing according to the goals to achieve success.

3. METHODS

The method used in this research is a method literature review. Namely a literature search conducted through Science Direct and Google Scholar. In the early stages of searching for articles, 406 journal articles were obtained using the keyword "employee performance." Of these, only ten journal articles met the criteria with the research theme. Then six journal articles have quality medium and above and four with medium

quality, but from these two criteria, they are still included in the research theme. After mentioning the various journal articles obtained, the researcher makes conclusions about the research results.

4. RESULTS AND DISCUSSION

Based on the results of the literature and analysis that has been collected and carried out:

4.1 *The Effect of Ability on Employee Performance*

Several factors can affect an employee's ability: Beliefs and Values, Skills, Experience, Personality characteristics, Motivation, and emotional issues [11]. Three types of basic skills must be owned to support someone in carrying out work or tasks so that maximum results are achieved [12], namely: Technical Skill (Technical Ability) Is knowledge and mastery of activities concerned using processes and procedures related to work and work tools, Human Skill is the ability to work in a group atmosphere where the organization feels safe and free to raise issues, Conceptual Skill is the ability to see a rough picture to recognize an essential element in a situation understand among the factors. We can see several indicators to determine whether an employee can carry out his work. From the explanation regarding the effect of ability on employee performance, it is indeed a priority for company progress because basically, when employees who can work or become workers in a company still need special training in the development process, which is called training. Therefore, employees who have the ability have the potential to advance the company.

4.2 *The Effect of Motivation on Employee Performance*

Motivation is the willingness to expend a high level of effort for organizational goals, which is conditioned by the ability of that effort to fulfill several needs [15]. Things that influence _ motivation, according to [19]

are: work intensity, understanding of organizational goals, and work persistence. The definition of motivation on could be analyzed and explained, employees who have high motivation will also produce high performance. The higher the work intensity, the more employees understand organizational goals, and the more diligently they work, the higher employee motivation. Apart from that, the company's progress will also significantly influence. Employees with high and good work motivation always try to give the best for their performance, which has excellent potential with the company's progress.

Employee performance, which is the key to the progress and success of the company, involves various special provisions aimed at the employees themselves, such as ability and work motivation, which are very much a priority for the progress of the company. All processes and improvement of employees who strive to become potential and qualified employees go through various unique pieces of training and are not instant in achieving them. Therefore, the formation of the ability of employees to have good quality and high work motivation will be a driving factor in the company's progress.

5. CONCLUSION

Humans have an essential function in achieving performance, so HR requires expertise that is quite reliable. Employee performance is a very dominant factor in improving company performance. No matter how great and sophisticated the equipment, technology, and massive capital are, if the human element cannot work effectively and efficiently, the company's goals will not be achieved.

The results of the literature research regarding the effect of ability and motivation on employee performance on company progress can be concluded that the influence of power on employee performance is indeed a priority for company progress because basically when employees who can work or

become workers in a company still have to need special training in the development process and this is called training. Then employees who have high work motivation will also produce high performance. The higher the work intensity, the more employees understand organizational goals, and the more diligently they work, the higher employee motivation. Apart from that, the

progress of the company can also be used as a significant influence, employees who have high and good work motivation certainly always try to give the best for their performance as well as the ability to be a strong incentive to do so is very influential and has excellent potential for progress. Company.

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