



Performance analysis of employees at the Nabire District Land Office

Errick Worabay^a, Anita Maharani^b and Kurnia Endah Riana^a

^aUniversitas Terbuka, Indonesia; ^bUniversitas Bina Nusantara, Indonesia

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ABSTRACT

This research aims to understand the correlation and determination of factors that have an impact on improving employee performance, especially regarding the correlation and determination Research information was collected by administering a questionnaire to identify respondents, especially the employees of the Nabire Regency Land Office. In this study, 42 questionnaires were distributed to 42 participants. 42 duplicate surveys were returned, resulting in a reaction rate of 100.0%. The results of the study show that the majority of respondents assessed the work ability, motivation, facilities, and performance of district land office employees. Nabire is Very High. The variables work ability, work motivation, and work facilities have a joint influence on the performance of Nabire Regency Land Office Employees " (sig value (0.000) < Level of Significance (0.05)). This means that if work ability, motivation, and facilities increase together, then the Performance of District Land Office Employees. Nabire experienced a significant increase.

KEYWORDS

Employee Performance; Work Ability; Work Motivation; Work Facilities

1. INTRODUCTION

The development of various governmental advances has encouraged changes in the framework and design of the government at both the middle and regional levels. To obtain updates, the District Land Office. Nabire is obliged to work as hard as possible in assembling its administrative mechanics in various fields. In addition, expanding human asset capabilities, such as skills, abilities, and perspectives, through training/courses, classes/conversations, and various exercises. In accordance with government capacity, the main capacity of government is the administration of government for regions, and officials who complement government capabilities are entrusted with serving local areas, so they do not ask to be served by the government. local area. Thus, the government is obliged to overcome local regional problems and safeguard local regional interests so that they can be fulfilled.

The very rapid development of the regional economy in the Nabire Regency area has prompted many calls for the government in the land sector, including demands for the transfer of privileges as well as demands for the determination of home credit rights and demands for the evacuation of home mortgage rights. In connection with the

administration in the land sector to carry out tasks as planned in Presidential Decree no. 48 of 2020 are as follows. The Land Office is a vertical agency of the National Land Agency in districts/cities, and is accountable to the Head of the National Land Agency of the Republic of Indonesia through the Head of the Regional Office of the National Land Agency. The Land Office is headed by the head. In carrying out these duties, the Nabire Regency Land Office performs the following functions.

- (1) Preparation of plans, programmes, and budgeting in the context of implementing land duties
- (2) Services, permits, and recommendations in the land sector.
- (3) Implementation of surveys, measurements, basic mapping, measuring, and mapping in the field of policy, planning, and program coordination in the land sector; specific borders and regions
- (4) Implementation of land use, land reforms, land consolidation, and land management in coastal areas and small islands
- (5) Proposing and implementing determination of land rights, registration of land rights, maintenance of land data, and administration of government land assets
- (6) Implementation of land control, management of state land, abandoned land, and critical land; increasing community participation and empowerment
- (7) Handling conflicts, disputes, and land use cases
- (8) Coordinating land user stakeholders
- (9) National Land Management Information System (SIMTANAS);
- (10) Providing information and land information to the public, government, and private sectors
- (11) Coordinating the Development of Human Land Resources
- (12) Implementation of administrative affairs, personnel, finance, facilities, infrastructure, legislation, and land services. ”

Performance can be interpreted as the completion of work, in agreement with the guidelines and norms that apply to each association. Simamora (2017) states "performance is a definite prerequisite which in the end can be directly reflected in the results provided, both quantity and quality." According to Simamora, the results created can change in real or intangible ways, calling them works, especially results/work that are physical/material, or non-physical or non-material. According to the experts' perceptions, an employee should be able to carry out his duties well; this also applies to the Nabire Regency Land Office. Their results in offering this type of assistance to local communities were not completely determined by their performance evaluations. Evaluation is not only carried out to help see the hierarchy of assets but also to measure the level of effectiveness of the use of existing assets and identify what is necessary to further develop employee performance. Parts that show employee abilities that are not ideal can be distinguished and known, so that procedures are not fully established to work on their performance.

The most interesting element of research is "employee work ability." Ability refers to an individual's ability to fulfil obligations. Potential concerns an individual's physical and mental ability to carry out a business, and not what the individual will do. Skills play an important role in the behavior and achievement of individuals.

Work motivation is a concern for hierarchical directors. According to Reksohadiprodjo and Handoko (2012), "motivation is an individual condition within an individual that drives a single desire to carry out certain exercises to achieve goals." According to Wexley and Yulk (2003), "motivation is characterized as a cycle in which

behavior is stimulated and coordinated. "This limitation means that motivation is giving or producing intention, so the definition of work motivation is something that creates energy or support in work" (As'ad, 2021). This must be seen by employees who deliberately carry out their duties and obligations without intimidation or because of administrative orders. If someone is motivated, they will make positive decisions to achieve something, because the individual understands that this activity is important to them.

Apart from that, in order to produce workers who have elite performance, one point of view that is no less important to pay attention to is "work facilities." Employees pay attention to work facilities for individual comfort or to make it easier for them to carry out their responsibilities (Setyaningrum et al., 2024). Workers need clean, spacious, and modern work facilities, and if the work facilities that employees expect are satisfactory, this will also affect employee performance. Apart from improving the nature of work, a strict performance inspection framework can be applied to government offices; however, it must still be enforced with elements that can provide good work motivation, employee work ability, and adequate work facilities, as well as a strong environment for achievements and certificates, respectively. for definitely expanded works.

District Land Office. Nabire, as a foundation that is trusted to provide assistance to the public in the land sector, is essentially important for the region in terms of land administration, to have talented and skilled workers. However, this is not yet visible because there are signs of employees' low work capacity. Based on the perceptions of the District Land Office. Nabire, it appears that there are problems that have an impact on the performance of Nabire Regency Land Office employees. This problem is shown in Table 1.

Source: Processed by the Author, 2022

Looking at the description of the problems in the table, it can be assumed that the low level of employee performance is because there are still many human resources who do not understand their basic obligations and abilities, thereby slowing down their performance and efficiency. In carrying out the program, workers find it difficult to receive updates and are slow to learn the latest guidelines, causing their abilities to decline. The probability of a different cause was low. Another plausible reason behind low employee performance is related to the low employee motivation observed in cross-sectional jobs that face obstacles. Meanwhile, if you look at the information in the table above, this is because a lack of work facilities can hinder employee performance, especially the number of PCs specified, which is the total number of PCs available on land. Only six people, even though the total number of employees was 42. Reports in the form of archives should be stored in an information base and have been through a modern framework, but in general, land records are still in paper form and have not been properly monitored, and there is a lack of space for archives.

The Nabire Regency Land Office found that in the field, employees work based on impulse/inclination without looking at the land guidelines that are adhered to. This shows that employee ability is still low, even though it is one of the elements that influences the level of employee performance. Fundamentally, the level of employee education includes the following.

Source: TU Sub Division of Nabire Regency Land Office 2022

Based on Table 2, it can be seen that there are 0 employees at the Nabire Regency Land Office who have elementary and middle school education. SMA/SMK, and > 20, respectively. Foundation (D1–D3): 6 individuals, S1: 16 individuals, and S2: 0 individuals. Based on this table, it can be assumed that the majority of Nabire Regency Land Office employees have received secondary/professional school education, and 20

Table 1. Problems at the Nabire Land Office

No.	Problem	Indication	Source
1.	There are still some human resources who do not understand their job duties, hindering performance and program implementation.	Low work ability and motivation	Preliminary field survey results
2.	Lack of infrastructure such as computers as the main support for work	Inadequate work facilities hinder employees' performance in completing their tasks	Preliminary field survey results
3.	Low ability of service personnel regarding key information supporting their work	Low employee work ability	Preliminary field survey results
4.	Work involving multiple sections faces many obstacles due to the splitting process followed by transfer of rights, procedures from the tax office regarding the payment of BPHTB and Pph, online facilities from the tax office that are difficult to access	Low employee work ability, inadequate work facilities, hindering performance, and lack of coordination with other sections and related institutions	Preliminary field survey results
5.	Ineffective employee development	Low work ability and motivation	Preliminary field survey results
6.	Employees are reluctant to accept changes and are unwilling to learn new regulations	Low work ability and motivation	Preliminary field survey results
7.	The head of the office is not strict with undisciplined employees	Low work ability and motivation	Preliminary field survey results
8.	Land documents are still in paper form and not well managed	Inadequate work facilities hinder employees' performance in completing their tasks	Preliminary field survey results
9.	Inadequate storage space for documents	Inadequate work facilities hinder employees' performance in completing their tasks	Preliminary field survey results

Table 2. Education level of Nabire district Land Office employees

No.	Level of Education	Amount
1.	Master's Degree (S-2)	0
2.	Bachelor's Degree (S-1/D-4)	18
3.	Academy (D1 – D3)	9
4.	Vocational High School/High School (SMK/SMA)	15
5.	Junior High School	0
6.	Elementary School	0
Total	42	

people to be precise.

Another problem at the Nabire Regional Land Office is the lack of employee preparation, even though such preparations must be carried out.

1. " Technical guidance in accordance with the main tasks and functions of each subsection or section
2. General technical guidance covers all aspects and the socialization of existing land regulations.
3. Technical guidance regarding services to the community.
4. In reality, coaching has only been carried out by some sub-sections and is not comprehensive, which could possibly result in low work motivation. "

2. LITERATURE REVIEW

2.1. Employee Performance

Based on the dictionary, The New Webster Dictionary actually defines the term "Performance." translation from English "Performance". Bernardin and Russell (in Tugino, 2019), which provides a definition of performance, record the results obtained from certain job functions over a certain period of time ". Rue and Byars (in Setiawaty, 2016) " The meaning of performance is defined as the level of achievement of results or in other words, performance is the level of achievement of organizational goals. " Osborne (in Febriana, 2021), " performance as the level of achievement of the organization's mission ". Meanwhile, Hidayat, Sofyan Effendi, and Mirani (2022) state that " performance is a result or level of success achieved by workers or employees in the field of work, according to certain criteria and evaluated by certain people." Robbins (1996), " is defined as a function of the interaction between ability, motivation and obsession, or performance = f (A x M x O) " .

2.2. Work Ability

This condition exists in individuals who are truly productive and effective in completing their assigned field of work. Blanchard and Hersey (2013). ' Employee abilities are seen from potential, intellectual is intelligence ability. Physical abilities are knowledge and skills (Assauri, 2013). Ability is an individual's capacity to carry out various tasks in a job. An individual's ability comes from educational background and experience as well as recognizing his or her duties (Timpe, 2013). 'Ability is something that an individual has to carry out the tasks or work assigned to him' (Wijono, 2012). Based on the experts' description above, it can be concluded that work ability is the activity of an individual who is able to run a business based on the information, educational foundation, and experience he has.

2.3. Work Motivation

Flippo (2012) is a skill in directing employees and organizations to work successfully so that employees' desires are achieved, as well as achieving organizational goals. Siagian (2015) Motivation is the driving force for someone to contribute as much as possible to the success of the organization in achieving its goals. Motivation is a force or factor within humans that causes, moves, and organizes their behavior. Handoko (2012).

Looking at the experts' explanation above, it can be reasoned that work motivation is an individual's desire to take care of his business.

2.4. Work Facilities

Connectivity for each party is essentially a forum and means to fulfill many needs, materials, and non-material. The method of increasing employee performance is to provide equipment that helps workers complete their work. Assuming that accessible work facilities are the same as employees' needs, beneficial working conditions will be created so that work can be completed successfully and smoothly. Associations that do not provide facilities that help their employees work will hinder the development of their employees' performance and cause disappointment and even misery among their employees. To organize, you need a variety of supplies that are varied and small in quantity.

2.5. Relationship between variables

This is correlated with the hypothesis above, especially the variables work ability, work motivation and work facilities with employee performance. However, apart from these variables, according to experts, there are many factors that have an impact Employee performance, as stated by Liang Gie and Mate Ibrahim, employees are not determined by work motivation, work ability, equipment and facilities, external climate, administration, vital missions, work facilities., Individual and authoritative performance, executive training, structure, work environment. According to Schermerhorn, hierarchical and individual performance is influenced by information, ability, ability, mentality, and behavior. According to Manulang, employee performance is influenced by special, relational, and theoretical abilities. According to Stephen Robbins, employee performance is highly dependent on work abilities and motivation. Peter Ducker suggests that individual performance is influenced by educational factors and program preparation, nutrition, sustenance and welfare, motivation, open positions, external strategies and coordinated improvement. To understand that each variable has a close correlation with employee performance, this can be observed from the relationship between the independent variable and the dependent variable, namely:

2.5.1. The relationship between work ability and employee performance

High work abilities can support employees' work without obstacles. Employee abilities should be seen from the potential of individual upholds to obtain an ideal performance. In essence, work ability has a significant influence on the quality or weight of work-related workers. This is normal considering the existing work capacity, and many expected abilities, abilities, and other supporting potentials are reflected in physical and mental conditions. " So work ability can determine employee performance in an association " Farlen (2011) This is the same as Past studies carried out (Arini, Mukzam, & Ruhana, 2015) show that work ability basically influences employee performance.

2.5.2. The relationship between work motivation and employee performance

Motivation is the state of mind of an individual that can have an impact on training to achieve hierarchical goals or as an encouragement to the individual that encourages the achievement of certain goals. Motivation is an important subject of study for

pioneers. Pioneers must understand that individuals act in certain ways to influence them to work according to the needs of the organization. In general, work motivation significantly influences performance achievement. The greater the employee's work motivation, the greater the employee's performance. This assertion is in accordance with the consequences of directed exploration (Arini et al., 2015): Work motivation influences employee performance ".

2.5.3. The relationship between work facilities and employee performance

This is a significant factor in this relationship. Assuming that the work facilities expected of employees are met properly, this can support employees' own performance in completing their work (Widyanty et al., 2024). Thus, the more employees' work facilities are met, the faster the work will be completed. On the other hand, if an employee's work facilities are not met, as expected, this can hinder the employee from completing their obligations. Even basic work facilities can affect employee performance and mentality.

2.5.4. The relationship between work ability, work motivation and work facilities and employee performance

After understanding that each variable of work ability, motivation, and facilities is proportional to employee performance, it is clear that these three variables have a very small relationship with employee performance.

2.6. Research Model

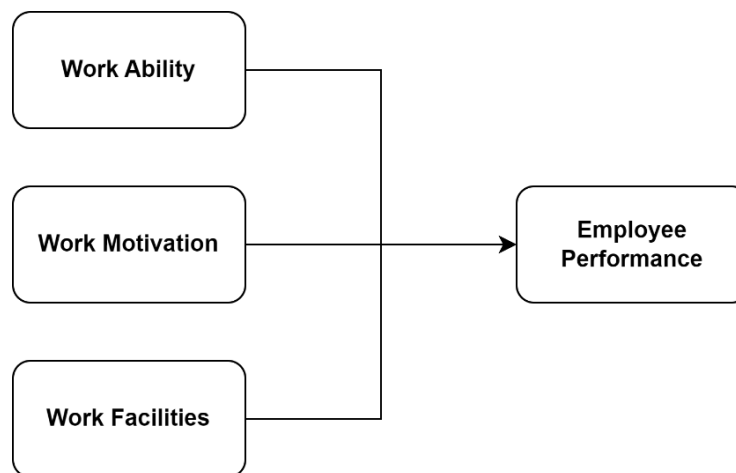


Figure 1. Research Model

3. RESEARCH METHODS

The sample for this study consisted of workers from the District Land Office. Nabire numbered 42 individuals. This type of data uses primary data in the form of a recapitulation of research data resulting from questionnaire distribution. A questionnaire

was used for the data collection . The analysis method for study results starts with descriptive analysis and then continues with Multiple Linear Regression analysis as well as hypothesis testing.

4. DATA ANALYSIS

4.1. Analysis of Research Variable Descriptions

4.1.1. Work Ability Variable

The following is a respondent's assessment of Work Ability:

Table 3. Respondents' Assessment of Work Ability

No.	Variable Items	Mean	Cate- gory
1	I feel formal education supports work abilities	4.24	Very high
2	I feel that non-formal education (courses, training, upgrading, etc.) supports work abilities	4.40	Very high
3	I feel that the work experience I have can support my work abilities	4.38	Very high
4	I feel that an interest in science can support work abilities	4.21	Very high
Average		4.31	Very high

Based on Table 3, of the 42 individuals taken as samples, it is understood that the majority of individuals rated the Work Capability of Nabire Regency Land Office Employees as Very High (Mean 4.31). This shows that respondents feel that formal education supports work abilities, respondents feel that non-formal education supports work abilities, respondents feel that their work experience can support work abilities, and respondents feel that interest in science can support work abilities.

4.1.2. Work Motivation Variables

The following is the respondent's assessment of Work Motivation:

Table 4. Respondents' Assessment of Work Motivation

No.	Variable Items	Mean	Cate- gory
1	I feel that strong encouragement can help increase performance to the maximum	4.21	Very high
2	I feel that when someone gets a strong urge to move themselves to achieve maximum performance, it ultimately has an impact on organizational goals	4.26	Very high
3	I feel encouraged from within myself to always try to learn so that I can support the achievement of organizational goals	4.26	Very high
4	I feel that employees who have good work motivation need to have a sense of responsibility for the work they do	4.26	Very high
5	I feel that employees must have good work motivation so that the work they do can be completed on time.	4.52	Very high
Average		4.30	Very high

Source: Processed Primary Data: 2023.

Based on Table 4 of the 42 individuals obtained as a sample, it is understood that the majority of individuals rated the Work Motivation of Nabire Regency Land Office Employees as Very High (Mean 4.30). This shows that respondents feel that strong

encouragement can help improve their performance to the maximum. Respondents feel that when someone gets strong encouragement to move to achieve maximum performance, it will ultimately have an impact on organizational goals. Respondents feel that they receive encouragement from within themselves to always try to learn so that they can support their achievements. Organizational goals: Respondents feel that employees who have good work motivation need to be responsible for the obligations they carry out, and that employees must have good work motivation so that their work can be completed on time.

4.1.3. Work Facilities Variable

The respondent's assessment of the above Work Facilities is as follows:

Table 5. Respondents' Assessment of Work Facilities

No.	Variable Items	Mean	Category
1	I feel that the temperature of the work space needs to be regulated to support employee work	4.12	Tall
2	I feel that noise in the work space needs to be avoided in order to support employee work	4.24	Very high
3	I feel that the temperature of the work space needs to be regulated to support employee work	4.17	Tall
4	I feel that the lighting in the work space needs to be regulated to support employee work	4.36	Very high
5	I feel that the air quality of the work space needs to be maintained in order to support employee work	4.19	Tall
6	I feel that the size of the work space needs to be adjusted to support employee work	4.12	Tall
7	I feel that work space arrangements need to be arranged to support employee work	4.31	Very high
8	I feel that privacy in the work space needs to be regulated to support employee work	4.29	Very high
Average		4.23	Very high

Source: Processed Primary Data: 2023.

Based on Table 5, of the 42 individuals obtained as a sample, it is understood that the majority of individuals rated the Job Facilities of Nabire Regency Land Office Employees as Very High (Mean 4.23). This shows that individuals feel that the temperature of the workspace needs to be regulated to support employee work, respondents feel that noise in the workspace needs to be avoided in order to support employee work, respondents feel that the temperature of the workspace needs to be regulated to support employee work, respondents felt that lighting in the workspace needs to be regulated in order to support employee work, respondents felt that the air quality of the workspace needed to be maintained in order to support employee work, respondents felt that the size of the workspace needed to be regulated so that it could support employee work, respondents felt that the arrangement of the workspace needed to be arranged to support employee work, and respondents felt that privacy.

4.1.4. Employee Performance Variables

The following is a respondent's assessment of employee performance.

Source: Processed Primary Data: 2023.

Based on Table 6 of the 42 individuals obtained as a sample, it is understood that the majority of individuals rated the performance of Nabire Regency Land Office Employees as Very High (mean 4.28). This shows that individuals feel that an employee

Table 6. Respondents' Assessment of Employee Performance

No.	Variable	Mean	Cate- gory
1	I feel that an employee must be able to work precisely according to the available regulations	4.26	Very High
2	I feel that an employee must be able to work precisely according to predetermined regulations	4.29	Very High
3	I feel that an employee must have high initiative in carrying out tasks	4.33	Very High
4	I feel that an employee must have high initiative in carrying out the responsibilities given to them	4.29	High
5	I feel that an employee must actively participate in finding knowledge, creativity, or new information, which can later support their work	4.29	Very High
6	I feel that communication can affect the performance produced by an employee	4.31	Very High
7	I feel that communication can affect the quality of work possessed by an employee	4.31	Very High
8	I feel that the amount of work results should be stated in numerical form	4.24	Very High
9	I feel that the amount of work results should be the amount of work produced by an employee within a certain period	4.24	Very High
Av- er- age		4.28	Very High

must be able to work exactly according to the available regulations; respondents feel that an employee must be able to work in accordance with the rules; respondents feel that an employee must have high initiative in carrying out their duties; respondents feel that an employee must have high enthusiasm in completing the obligations given to him; respondents feel that an employee must play a role in seeking information, imagination, and new data, which can later help their work; respondents feel that correspondence can influence the performance delivered by an employee; respondents feel communication can affect the quality job held by an employee; respondents feel that the total work income should be expressed in numerical form; and that the total work income should be the total work produced by the individual.

4.2. Linear Regression Analysis

4.2.1. Results of Multiple Linear Regression Analysis

This analysis was used to understand the impact of work ability, motivation, and facilities on employee performance. The following is a table of seven results of Multiple Linear Regression using OLS methodology:

Table 7. Multiple Linear Regression Results OLS method

Variable	Unstandardized Coefficient	Standardized Coefficient	t	Sig.
Constant	-0.236	-	-0.836	0.408
Work Ability (X1)	0.432	0.432	4.608	0.000
Work Motivation (X2)	0.235	0.228	2.367	0.023
Work Facilities (X3)	0.389	0.361	3.620	0.001
Statistic	Value			
R ²	0.873			
Adjusted R ²	0.863			
F-statistic	87.392, Sig. = 0.000			
N	42			
Dependent Variable (Y)	Employee Performance			

Work Ability has a positive and significant effect on Employee Performance. Based on the data obtained, the score was $\text{sig.t} (0.000) < \text{Level of Significance} (0.05)$, H_0

was rejected, and H_a was accepted. Thus, it can be concluded that the Work Ability variable (X_1) has a significant positive impact on Y. Work Motivation has a positive and significant impact on Employee Performance. Based on the obtained data processing, it was found that the score was $\text{sig. } t (0.023) < \text{Level of Significance } (0.05)$, H_0 was rejected, and H_a was accepted, so it could be concluded that Work Motivation (X_2) had a positive and significant impact on Y. Work Facilities have a positive and significant effect on Employee Performance. Based on the obtained data processing, it was found that the score was $\text{sig. } t (0.001) < \text{Level of Significance } (0.05)$, H_0 was rejected, and H_a was accepted, so it could be concluded that the Work Facilities variable (X_3) had a positive and significant impact on Y.

4.3. Simultaneous Effect Testing (F Test)

Based on the obtained data, we found that the score was sig. Work (X_3) has a simultaneous effect on the performance of Nabire Regency Land Office Employees (Y).

4.4. Testing R² (Coefficient of Determination)

This was used to understand the ability of the independent variables to explain the dependent variable holistically. The R^2 value is in the range of 0-1. The higher the R^2 , the higher is the ability of the independent variable to describe the dependent variable. The regression obtained using the OLS methodology was R^2 worth 0.873, indicating the District Land Office Employee Performance variable. Nabire can be described as Work Ability (X_1), Work Motivation (X_2), and Work Facilities (X_3) with a value of 87.3%, the remaining 12.7% is explained by other variables outside the model.

4.5. DISCUSSION

4.5.1. Work Ability, Work Motivation, Work Facilities, and Employee Performance

The results of the descriptive analysis showed that the majority of individuals assessed the work ability of district land office employees. Nabire, Very High (Mean 4.31), the majority of individuals rate the Work Motivation of District Land Office Employees. Nabire, Very High (Mean 4.30), the majority of individuals rated the Work Facilities for District Land Office Employees. Nabire, Very High (Mean 4.23), and the majority of individuals rated the Performance of District Land Office Employees. Nabire, Very High (Mean 4.28). The results of this study are similar to those reported by Sembiring (2020) and Arini et al. (2015), Budiarto and Prasetyo (2019), Aisha and Hardjomidjojo (2013), and Setiawan (2017) in that "the majority of respondents rated Work Ability, Work Motivation, Work Facilities and Performance as high. Performance or work achievement (performance) can be interpreted as achieving work results in accordance with the rules and standards that apply to each organization". Simamora (2017) states that "performance is a certain requirement which ultimately can be directly reflected in the output produced, both in quantity and quality. Their success in providing services to the community was determined by an assessment of their performance. Assessments are not only carried out to help monitor organizational resources but also to measure the level of efficiency in using existing resources and identify things that need to improve employee performance. Parts that show less-than-optimal employee abilities can

be identified so that strategies can be determined to improve their performance. The most interesting factor in research on performance variables is employee work ability. Ability indicates a person's potential to perform a job or task. Potential concerns a person's physical and mental ability to perform a task, and not what the person will do. Abilities play a major role in individual behavior and achievement. In addition, considering the importance of employee productivity demands in an organization, work motivation must also be a concern for managers. Motivation is a personal condition in a person that drives the individual's desire to carry out certain activities to achieve goals " (Reksohadiprodjo & Handoko, 2012). " Motivation is a process by which behavior is energized and directed. This limitation means that motivation is the giving or generation of motives, so the definition of work motivation creates enthusiasm or encouragement for work. This can be seen by employees who consciously carry out their duties and responsibilities without coercion or because of leadership orders. If someone is motivated, they will make a positive choice to do something because they understand that this action has meaning for them " (As'ad, 2021). Apart from that, to ensure employees have superior performance, one point of view that is no less important to pay attention to is the issue of work facilities. Employees pay great attention to work facilities, both for individual comfort and for making it easier to carry out their responsibilities competently. Employees need clean work facilities and spacious and modern rooms, and if the work facilities that employees expect are sufficient, this will also affect employee performance.

4.5.2. The Effect of Work Ability (X_1) on Employee Performance

The results of the Linear Regression analysis show that the Work Ability variable has a significant positive impact on the performance of Nabire Regency Land Office Employees (sig. value (0.000) < level of significance (0.05)). This means that if work ability increases, the performance of Nabire Regency Land Office employees will also increase significantly. The results of this study support those of studies conducted by Arini et al. (2015), Budiarto and Prasetyo (2019), Aisha and Hardjomidjojo (2013), and Setiawan (2017) that Work Ability has a positive impact on employee performance. Employee abilities should be seen from the potential of individual upholds to obtain an ideal performance. Work ability greatly influences the quality or weight of the work results achieved by an employee. This can be justified considering that in work capacity there are various possible abilities and other supporting potential that are reflected in physical and mental conditions. Thus, work ability can determine employee performance .

4.5.3. The Effect of Work Motivation (X_2) on Employee Performance

The results of the Linear Regression analysis show that the Work Motivation variable has a positive and significant impact on the performance of Nabire Regency Land Office Employees (sig value (0.023) < level of significance (0.05)). This means that if work motivation increases, the performance of Nabire Regency Land Office employees will also increase significantly. The results of this study support the results of a study conducted by Arini et al. (2015); Budiarto & Prasetyo (2019); Sembiring (2020); Aisha and Hardjomidjojo (2013); Setiawan (2017) "Work Motivation has a positive effect on employee performance. Motivation is a person's mental condition that can influence his activities in achieving organizational goals or in the form of encouragement within a person that leads to achieving certain goals. Motivation is an important factor for

leaders. Leaders need to understand that people behave in certain ways to influence them to work according to what the organization wants (Ekowati, Abbas, Anwar, Suhariadi, & Fahlevi, 2023). In general, high work motivation can influence achievement of high performance. "Thus, the higher the work motivation that employees have, the higher the employee performance will be."

4.5.4. Effect of Work Facilities (X_3) on Employee Performance

The results of the Linear Regression analysis showed that the Work Facilities variable had a significant positive impact on the performance of Nabire Regency Land Office employees (sig. value (0.001) < level of significance (0.05)). This means that, if work facilities increase, the performance of Nabire Regency Land Office employees will increase significantly. The results of this study support the findings of Sembiring (2020), Aisha and Hardjomidjojo (2013), and Adha et al. (2019), who find that work facilities have a positive effect on employee performance. Work facilities are an important factor in organizations. If the work facilities required by employees are properly met, this can support the employees' own performance in completing their work. So the more the employee's work facilities are met, the faster the work will be completed, but on the other hand, if the employee's work facilities are not met properly, this can hinder the employee from completing his duties. Even very simple work facilities can have significant effects on employee performance and attitudes."

4.5.5. Influence of Work Ability (X_1), Work Motivation (X_2), and Work Facilities (X_3) Together on Employee Performance

The results of the Linear Regression analysis show that the variables work ability, motivation, and facilities have a joint impact on the performance of Nabire Regency Land Office Employees (sig. value (0.000) < level of significance (0.05)). This means that if work ability, motivation, and facilities increase simultaneously, the performance of Nabire Regency Land Office employees will increase significantly. The results of this study support the study conducted by Arini et al. (2015); Budiarto & Prasetyo (2019); Aisha and Hardjomidjojo (2013); Setiawan (2017); Adha et al., (2019) "Work Ability, Work Motivation, and Work Facilities jointly influence employee performance. After explaining each variable of work ability, motivation, and facilities in relation to employee performance, it is clear that they have a partial relationship with employee performance. By looking at the many factors that influence employee performance, including work ability, motivation, and facilities, these three variables have a relationship with employee performance. So it can be said that these variables, including work ability, work motivation and work facilities, are related to employee performance."

5. CONCLUSIONS AND RECOMMENDATIONS

Study gains show that most respondents rate the Ability Work, Work Motivation, Work Facilities, and Performance of District Land Office Employees. Nabire is Very High. The study gains show that the Work Ability variable has a significant negative impact on the performance of District Land Office Employees. Nabire (sig value (0.000) < Level of Significant (0.05)). This means that if work ability increases, the performance of district land office employees also increases. Nabire rose significantly. The results show that the Work Motivation variable has a significant positive impact

on the performance of Nabire Regency Land Office Employees (sig value (0.023) < level of significance (0.05)). This means that if work motivation increases, the performance of district land office employees also increases. Nabire rose significantly. The study gains show that the Work Facilities variable had a significant positive impact on the performance of Nabire Regency Land Office employees (sig. value (0.001) < level of significance (0.05)). This means that if Work Facilities increase, the Performance of District Land Office Employees also increases. Nabire rose significantly. The results show that work ability, motivation, and facilities have a mutual influence on the Performance of District Land Office Employees. Nabire (sig value (0.000) < Level of Significant (0.05)). This means that work ability, motivation, and facilities rose together, and the performance of Nabire Regency Land Office Employees experienced a significant increase.

5.1. Suggestion

In connection with the dominant influence of Work Ability on Performance of District Land Office Employees. Nabire (can be seen from the largest beta coefficient value), can be given suggestions to improve it The performance of Nabire Regency Land Office employees. It is recommended that the Nabire Regency Land Office increase the work ability of employees by increasing their interest in knowledge that can support work abilities, increasing knowledge about tasks and work, the Nabire Regency and making the workplace or work environment more soundproof so that employees are not disturbed by noise and can work comfortably. Thus, the performance of Nabire Regency Land Office employees is expected to increase. One idea for future scientists interested in leading comparable research is to add research variables.

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