



## **Influence of Work Abilities and Work Environment on Employee Performance in the Archives and Library Services of Paser District**

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### **Abstract**

Civil Servant (PNS) Performance Assessment has been regulated in PP no 30 of 2019. The results of the evaluation of the performance accountability system at the Archives and Libraries Office show that the performance achievement of the Paser District Archives and Libraries Office during 2019 and 2020 has decreased. The purpose of this study was to analyze the effect of work ability and work environment on the performance of employees of the Paser Regency Archives and Libraries Office. The research design used is mix methods. In this mixed methods study, a sequential explanatory type was used, namely describing quantitative data first and then strengthening it with qualitative data. The population in this study were all employees at the Paser Regency Archives and Libraries Office, consisting of 50 civil servants and PTTs. The sampling technique in this study uses total sampling because the population is small. In this study, researchers used two research instruments, namely a questionnaire and a structured list of questions. The results of the calculation of the partial test between work ability on employee performance from the coefficient table obtained a significance value of 0.24, it can be concluded that the work ability variable has a significant positive effect on performance. The results of the calculation of the partial test between the work environment on employee performance from the coefficient table obtained a significance value of 0.01, it can be concluded that the regression coefficient of the work environment variable has a significant effect on employee performance. It is hoped that agency leaders can rotate each of their employees in participating in the training, so that all employees can develop their skills and talents to support their work. It is necessary to carry out a physical evaluation of rooms, infrastructure that can no longer support employee performance so that they can be replaced, equipped and held immediately.

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

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### **Introduction**

As is known, the formation of Law Number 5 of 2014 concerning State Civil Apparatus (ASN), which as amended by Law Number 43 of 1999 concerning Personnel Principles, states that in order to create a State Civil Apparatus as part of bureaucratic reform, it is necessary to establish an Apparatus State Civil Service as a profession has the obligation to manage and develop itself and is obliged to be accountable for its performance and apply the principle of meritocracy in the implementation of management of the State Civil Service. With the existence of this law, employee performance evaluation will not be based on the Job Implementation Assessment List (DP3), but will focus more on Employee Performance Targets (SKP).

Civil Servant (PNS) Performance Assessment has been regulated in PP No. 30 of 2019, an improvement from the previous PP. In Government Regulation (PP) Number 30 of 2019 concerning Civil Servant (PNS) Performance Assessment, the PNS Performance Assessment aims to ensure the objectivity of civil servant development which is based on an achievement system and career system. The assessment is carried out based on performance planning at the individual level and unit or organization level, taking into account the targets, achievements, results and benefits achieved, as well as the behavior of civil servants.

Talking about performance, of course one of the factors that supports employee work results is the employee's ability to work. Ability in this case is also supported by many things, including level of education and experience. Academic abilities are of course obtained from an educational background that is appropriate to the place of work or field and position held. This really supports a person's work ability, because when they have an appropriate educational background, their work ability will also be better. If the work ability is good, of course this will have an effect on the work results achieved by the organization. Apart from that, a factor that is considered capable of influencing performance is the work environment.

The Paser Regency Archives and Library Service is in the middle of the city and is on a protocol road, this cannot avoid the noise of vehicles passing through the main city route, making employees sometimes lack concentration at work. The condition of the office is not yet considered perfect, the partitions for each employee do not meet the needs, this makes the space for employees to move limited and the building looks very congested. Of course, the employee's concentration can be divided due to activities around them, in the service room the comfort conditions are reduced because they only use a fan, while the room is considered quite spacious. Regarding relationships between employees, problems often occur which cause some employees to not get along because of work distribution problems, the absence of good interpersonal communication, which causes relationships with some employees to be less than good, of course this greatly affects the results of employee performance, especially if it has to be resolved individually team.

There is a research gap in several previous studies, including research conducted by Mahmudin A et al (2020), the work environment has a negative and insignificant effect on employee performance and work ability has a positive and significant effect on employee performance, while Murphy (1989) revealed that work ability has no effect on employee

performance, but Jaya (2012), Diah, Ari and Andi (2013), Sukma, Heru and Mohammad, (2014), Jenita (2015) and Arifin (2016) found a significant positive, while Ni Luh (2016) revealed a negative significant. This positive relationship indicates that if work ability increases, then performance will increase. This will be different if the relationship is negative, that is, if work ability increases, then performance will decrease.

Decreased employee performance is often associated with incorrect methods or ways of working used, lack of harmonious communication relationships between employees, employee placements that are not in accordance with their areas of expertise, and so on. To improve employee performance, this can be done by providing education and training for employees, selecting employees according to their abilities in their respective fields, and creating a supportive and harmonious work environment.

## **Literature Review**

### **Work ability**

A person's abilities are formed from excellent knowledge and skills, employees have excellent abilities in carrying out their duties. In other words, an employee who has high ability to carry out work will produce excellent work quality or high work performance. Ability is something that an individual has to carry out the tasks or work assigned to him (Wijono, 2012: 85). Ability is a trait that is innate from birth, which allows a person to complete their tasks (Gibson, 2006: 77).

Psychologically, an employee's ability consists of potential ability (IQ) and reality ability (knowledge+skill), meaning that an employee has an IQ above average with adequate education for his position and is skilled in carrying out daily work, so he it will be easier to achieve the expected performance (Mangkunegara, 2015:67). An individual's overall ability basically consists of two groups of factors, namely intellectual ability and physical ability and suitability for work (Robbins, 2008: 57).

### **Work environment**

The environment is everything that is outside the agency, but has an influence on the growth and development of the agency. In general, the environment cannot be controlled by the agency so the agency must adapt to its environment.

The work environment is one of the external factors that is very influential in supporting maximum work results in every job. If the work environment is less conducive, it will cause workforce performance to decline. This is caused by a lack of work motivation that arises from within the workforce to work well.

The work environment is an inseparable part of the type and location of work where individual employees are and are active. Employee productivity from work depends on the place and environment where individual employees work. Therefore, the work environment needs to receive very serious and primary attention because it is the second home after where you live.

### **Performance**

Performance in an organization is the key to the success or failure of the organizational goals that have been set. According to Wibowo (2012), performance comes from the definition

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of performance. There are some who say that performance is the result of work, but the actual meaning is broader, namely covering the work process, not just the results of work.

If an organization or agency wants to progress or develop, it is required to have quality employees. Quality employees are employees whose performance can meet the targets or targets set by the agency. To obtain employees who have good performance, it is necessary to apply performance

### **Research Method**

Based on initial observations made by researchers and reports, the results of the evaluation of the performance accountability system at the Archives and Library Service show that the performance achievements of the Paser Regency Archives and Library Service during 2019 and 2020 have decreased.

Based on the results of interviews regarding employee performance achievements, the average value of Employee Performance Targets is 73.9%, which is still in the sufficient category. Based on the values that have been applied at the Paser Regency Regional Archives and Library Service Office, the value interval included in the very good category is 91.0% to 100%. This condition occurs because there are still employees who cannot operate computers, there are employees who are still passive about their work, causing delays in carrying out tasks. The ability of employees to complete IT-based work is very poor so that some employees still expect help from other employees, so that automatically some work becomes hampered.

### **Results and Discussion**

The results of the partial test calculation between work ability and employee performance from the coefficient table show that the significance value is 0.24, meaning it is less than 0.05 and the calculated t value is 2.10 more than the t table value of 1.67. because the calculated t value is greater than the t table, it can be concluded that the regression coefficient for the work ability variable has a significant positive effect on employee performance at the Paser Regency Archives and Library Service. And the results obtained from comparing the sig values. with significance level: sig.  $\alpha = 0.02$  more  $< 0.05$ . Because sig. more  $< \alpha$ , it can be concluded that H1 is accepted and H0 is rejected, meaning that the regression coefficient on the work ability variable partially (individually) has a significant effect on employee performance. The R2 value shows that the influence of work ability on employee performance is 0.525 or 52.5%, where the closer the R2 value is to number 1, the greater the influence of variable X on variable Y. The greater an employee's work ability, the more his performance will improve.

At the Paser Regency Archives and Library Service, the work ability of employees is quite good, this is because the majority of employees have an average level of education. Apart from that, employees at the Paser Regency Archives and Library Service have quite long and good work experience and tenure. Employees at the Paser Regency Archives and Library Service also take part in training to improve their competence in their field of work so that the results of the training they take part in will support their future careers and positions.

These results are in line with previous research conducted by Indra Jaya (2012) with the title "The Influence of Work Ability and Motivation on the Performance of West Tanjung Jabung Regency Education Service Employees" based on the research results, the T test results show that work ability contributes 73.4% to Performance of West Tanjung Jabung Regency Education Service employees.

Other research that contradicts the results of this research is research conducted by Abdul Aziz Nugraha Pratama (2017) with the title "The Influence of Work Ability and Work Spirit on Employee Performance Through Job Satisfaction (Case Study of Bank Syariah Mandiri Kendal Branch Office)" based on research results, the results of the T test show that work ability partially has no effect and is not significant on employee performance.

The results of the partial test calculation between the work environment and employee performance from the coefficient table show that the significance value is 0.01, meaning it is less than 0.05 and the calculated t value is 2.63 more than the t table value of 1.67. because the calculated t value is greater than the t table, it can be concluded that the regression coefficient for the work environment variable has a significant effect on the performance of the Paser Regency Archives and Library Service employees. And the results obtained from comparing the sig values. with significance level: sig.  $\alpha = 0.01$  more  $< 0.05$ . Because sig. more  $< \alpha$ , it can be concluded that H1 is accepted and H0 is rejected, meaning that the regression coefficient on work environment variables partially (individually) has a significant effect on employee performance. The R2 value shows that the influence of the work environment on employee performance is 0.326 or 32.6%, where the closer the R2 value is to number 1, the greater the influence of variable X on variable Y. The better an employee's work environment, the more his performance will improve.

These results are in line with previous research conducted by Evan Oktovan Damiyan Ghalib (2020) with the title "The influence of the work environment on the performance of employees of the West Java Province Maritime and Fisheries Service". Based on the research results, it was concluded that the work environment was in the good category continuum at 79.9%. Employee performance is in the very good category with a score of 88.3%. Then the influence of the work environment is at 24%, which means it has a fairly strong influence on the performance of employees of the West Java Province Maritime and Fisheries Service.

Another research that contradicts the results of this research is research conducted by Hendry Wijaya (2019) with the title "The Influence of the Work Environment on Employee Performance in Musi Banyuasin Regency Regional Government Agencies (Case Study of the Musi Banyuasin Regency Mining and Energy Service)". Based on the research results, it shows that there is no influence between the Work Environment and Employee Performance with the influence score of the regression test results being 0.670.

## **Conclusion**

From the research results above, it can be concluded that work ability has a significant effect on performance. The greater the employee's work ability, the better the resulting performance.

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From the research results above, it can be concluded that the work environment has a significant influence. The better the employee's work environment, the better the resulting performance.

From the results of the research above, it can be concluded that work ability and work environment jointly influence performance. The better the employee's work abilities and work environment, the better the performance that will be produced.\

Not only work ability and work environment influence performance, but the variables of age, education and length of work also influence employee performance at the Paser Regency Regional Archives and Library Service. Employees who are still in the productive age group provide good work results. Furthermore, the higher an employee's education also has an influence on employee work results. In contrast to length of work, length of work has an influence on performance but is not significant, because if an employee spends too long in his work placement, it will cause feelings of boredom and boredom so that his performance can also decrease.

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