

## On the Performance of Civil Servants at Marine and Fishery Service Office Majene District

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### ABSTRACT

The aim of this research is to determine the effect of job training and motivation on civil servant performance at the Marine and Fisheries Service Office of Majene Regency. By using the SPSS method, there were 31 respondents who were used as samples in this study, namely employees of the Department of Marine Affairs and Fisheries of Majene Regency. The type of data used in this study is primary data. Data collection techniques were carried out by distributing questionnaires to the research sample. T-test analysis is used to test in this study. The results of this study indicate that job training has a positive and significant effect on employee performance, motivation has a positive and significant effect on employee performance, job training and motivation together, has a positive and significant effect on employee performance at the Marine and Fisheries Office of Majene Regency.

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## 1. INTRODUCTION

Human Resource Management can be interpreted as a science that is applied in the management of Human Resources (HR) and is one of the main elements of the organization in an effort to achieve the goals that have been set. The role of HR develops along with changes and developments in the organization, science and technology, in this context HR plays an important role because as great and as sophisticated as the technology used is but is not supported by good human resources as the driving force, then the process will not be able to produce good output too. According to Hersona & Siddharta (2017) states that the success or failure of an organization in realizing its goals is highly dependent on the human resources it has. HR is a key element in an organization because humans have different characteristics compared to other resources (Safri, 2019). Therefore, company leaders need efforts to develop human resources so that they have good performance quality, so that performance productivity increases to achieve organizational goals (Iskandar, 2018). Employee performance in the organization leads to the ability of employees to carry out all the tasks they are responsible for. Employee performance can be called good if they have high work motivation, so that they can complete tasks on time and have good attitudes and behavior according to work standards that have been determined both by the organization and the values that

apply in the environment in which they work. Performance can be influenced by several factors, namely internal and external factors. Internal factors are factors that come from within the employee. While external factors are factors supporting employees in work that come from the environment. The thing that affects performance is motivation. Motivation is a state in a person's personality that encourages individual desires to carry out certain activities in order to achieve goals and every agency or company always wants the performance of every employee or employee to increase. To achieve this, leaders must provide good motivation to their employees in order to achieve work performance and improve performance. Without motivation, an employee cannot fulfill his duties according to standards or even exceed standards because his motives and motivations are not fulfilled. Frederick Herzberg in Siagian (2011) suggests a theory of motivation based on two factors, namely hygiene and motivator factors. Herzberg's theory sees that there are two driving factors to motivate someone, namely intrinsic and extrinsic factors.

According to this theory, what is meant by motivator factors are things that can encourage achievement which are intrinsic in nature, which means that they originate within a person, while what is meant by hygiene or maintenance factors are factors that are extrinsic in nature, meaning that they come from outside oneself which also determine behavior of a person in a person's life to change his behavior. Meanwhile, motivation or intrinsic factors are the main factors that encourage a person to be more enthusiastic in order to become a better individual. Another factor that affects performance is training. Training is one of the efforts to improve the ability of employees to carry out assigned tasks so that they are more competent and able to carry out the responsibilities set by the organization. Through training, employees are assisted in carrying out existing job duties, and can improve their careers and help develop their responsibilities in the future. According to Bariqi (2020) states that job training is an effort to develop someone's abilities so that they have the skills and competencies needed by companies to improve employee performance. Based on the results of previous research conducted by (Yulianti, 2015) in his research on "The Influence of Training on Employee Performance at the Grand Fatma Hotel in Tenggara Kutai Kartanegara" the results showed that training had a significant effect on employee performance at the Grand Fatma Hotel in Tenggara Kutai Kartanegara. This research was conducted at the Department of Maritime Affairs and Fisheries of Majene Regency. Majene Regency is one of five regencies in the province of West Sulawesi. Majene Regency is one of the 5 regencies in the province of West Sulawesi which is located on the west coast of West Sulawesi extending from South to North about 146 square kilometers from Mamuju Regency. The population of Majene Regency in 2017 according to the Central Statistics Agency (BPS) recorded 169,072 residents, experiencing a growth of 1.6% from the previous year, with a total of 34,939 households. The total male population is 82,618 people and women are 86,454 people (in Bahasoan, 2021). Based on initial observations made by researchers at the Maritime Affairs and Fisheries Service in Majene Regency, the low performance of employees is due to poor job training and motivation so that employees feel bored in carrying out work activities. According to the statement of Mrs. Diah Yuliani, S.Hut, Head of the General and Personnel Subdivision of the Maritime Affairs and Fisheries Service of Majene Regency, information was obtained that some employees who had attended job training, especially inputting employee performance, initially complained of difficulties using the Performance MP3 application, because the employees did not mastering the use of technology commonly referred to as (technological stuttering), or do not understand how to input application-based performance data, that is why employees who are technologically illiterate usually ask for help to input their performance data through the MP3 Performance application, to their relatives, children, or tech-savvy family.

However, as time went on, employees began to get used to and understand using the Performance MP3 application properly and correctly. According to Mr. Abdullah S.Pi, M.Si regarding training in making Employee Performance Targets (SKP), information was obtained that after attending the training employees had been assisted in making these Employee Performance Targets (SKP), but there were some employees who did not understand due to lack of mastery in technology field. Then, according to information from Mrs. Diah Yuliani, S.Hut, the Head of the General and Personnel Subdivision of the Maritime Affairs and Fisheries Office of Majene Regency, said that employee performance had increased after attending the training and there was also motivation given to employees in the form of employee income allowances (TPP) allowances that given based

on the results of the performance activity report reported by the employee. According to Mr. Ramli S.Pi, employees who excel do not receive awards or rewards from superiors, as a result the expected work standards are not achieved. Based on the background stated above, the researcher is interested in conducting research with the title "The Influence of Job Training and Motivation on the Performance of Civil Servants at the Maritime Affairs and Fisheries Office of Majene Regency"

## **2. RESEARCH METHODS**

### **2.1 Types of research**

This type of research is descriptive quantitative. Quantitative descriptive is a research method that describes and explains independent variables to analyze their effect on the dependent variable (Sugiyono, 2018). The descriptive quantitative method can also be interpreted as a research method based on philosophy, provitism, used for researchers in certain populations or samples, collecting data using research instruments, data analysis is quantitative/statistical in nature, with the aim of testing predetermined hypotheses

### **2.2 Data Types and Sources**

The type of data used in this research is descriptive quantitative data type. While the data source used is primary data. Primary data is data obtained from informants at the research site. In this study, the source of data obtained from research sites was in the form of respondents through questionnaires, interviews, agency documents, history of company development, organizational structure and others related to research.

### **2.3 Research Sample**

According to Sugiyono (2017), the sample is part of the number and characteristics possessed by the population. According to Arikunto (2019) if the population is less than 100 people, then the total sample is taken as a whole, but if the population is more than 100 people, then 10-15% or 20-25% of the total population can be taken. Based on this research, because the total population is not greater than 100 respondents, the authors take less than 100% of the population in the Maritime Affairs and Fisheries Service Office of Majene Regency, namely 31 respondents with Civil Servants (PNS) status. Thus the sampling method used in this study is the saturated sample method, namely the sampling technique when members of the population are used as samples. This is often done when the population size is relatively small, or research that wants to make generalizations with very small errors and also the research population is not too large so that it can still be reached by the author.

### **2.4 Data analysis technique**

#### **a. Validity test**

Validity test is used to measure the validity or validity of a questionnaire. A questionnaire can be said to be valid if the questions on the questionnaire are able to reveal something that will be measured by the questionnaire (Sugiyono, 2017). To measure the level of validity of the questionnaire, researchers conducted a correlation between the score of the questions and the total score of the construct using the help of a computer application, namely SPSS. The criterion is valid or not, if the correlation between the scores of each question item and the total score has a significant level below 0.05 then the question items can be said to be valid and if the correlation score of each question item with the total score has a significant level above 0.05 then the question items were declared invalid (Ghozali, 2013).

#### **b. Reliability Test**

Testing with the aim of testing the level of stability or consistency of a measuring instrument. The questionnaire is said to be reliable if the questionnaire gives consistent results if it is used repeatedly with the assumption that the conditions at the time of measurement do not change/same object (Sugiyono, 2017). Reliability testing in this study used Cronbach Alpha. According to Indrianto and Bambang (2002), a measuring instrument is said to be reliable if it has a Cronbach Alpha greater than 0.6. Testing was carried out with the help of SPSS software version 25.

#### **c. Data Normality Test**

The normality test aims to measure whether in the regression model the independent variables and the dependent variable both have a normal distribution or are close to normal (Ghozali, 2013).

The normal distribution will form a straight diagonal line and plotting the data will be compared with the diagonal line. If the data distribution is normal, then the line that describes the actual data will follow the diagonal line. (Ghozali, 2013). This test was carried out using SPSS 25 software.

**d. Multicollinearity Test**

This test aims to determine whether the regression model found a correlation between independent variables. A good regression model should not have a correlation between the independent variables (Ghozali, 2013). The multicollinearity test is carried out by looking at the magnitude of the variance of the revelations factor (VIF) and tolerance. If the VIF value is > 10 and the tolerance value is <0.1, this means that there is a correlation between the independent variables and vice versa if the VIF value is <10 and the tolerance value is > 0.1, this means that there is no correlation between the variables. This test was carried out using SPSS 25 software.

**e. Multiple Linear Regression Analysis**

Multiple linear regression is used to determine the effect of several independent variables on one dependent variable (Ghozali, 2018). In this study the analytical tool used was multiple linear regression analysis to test the effect of job training (X1) and motivation (X2) on employee performance (Y) with the following research model:

$$Y = a + bX1 + bX2 + e \dots\dots\dots(1)$$

Information :

- Y = employee performance
- a = constant regression coefficient
- b1 = First independent regression coefficient
- b2 = Second independent regression coefficient
- X1 = Job training
- X2 = Motivation
- e = Standard Error

**f. Partial Significance Test (T Test)**

The t test aims to determine the effect of the independent variables on the dependent variable partially. To find out whether there is a significant effect of each independent variable on the dependent variable, the significant value of t is compared to the degree of confidence. When sig. t is greater than 0.05 then H0 is accepted. Vice versa if sig t is smaller than 0.05, then H0 is rejected. If H0 is rejected, this means that there is a significant relationship between the independent variables and the dependent variable (Ghozali, 2013)

**g. Simultaneous Significance Test (F Test)**

The F statistic test was carried out to prove whether the independent variables simultaneously had an influence on the dependent variable, so the F test was carried out. The F test was carried out with the aim of testing all the independent variables, namely: job training and motivation on one dependent variable, performance. Independently with a significance of 0.05 it can be concluded (Ghozali, 2013). If F count > F table, then H0 is rejected and Ha is accepted, which means the independent variable has a significant influence on the 0.05 variable. If the F count > F table, all the independent variables affect the dependent variable together. In addition, you can also see the significance value. If the significance value is less than 0.05, the independent variables jointly affect the dependent variable. Meanwhile, if the significance value is greater than 0.05, the independent variables simultaneously have no effect on the dependent variable

**h. Determination Coefficient Test**

The coefficient of determination (R<sup>2</sup>) essentially measures how far the model's ability to explain the variation in the dependent variable. In the SPSS output, the coefficient of determination is located in the model summary table and is written R square. However, for multiple linear regression, on the other hand, it uses adjusted R square or written adjusted R square, because it is adjusted for the number of independent variables used in the study. In reality, the value of the adjusted R square can be negative, even though the desired value is positive. If in the empirical test the adjusted R square (R<sup>2</sup>) value is negative, then the adjusted R square (R<sup>2</sup>) value is considered zero, (Ghozali, 2011).

### 3. RESULTS AND DISCUSSIONS

#### 3.1 Characteristics of Respondents Based on Education Level

There are three classifications used in grouping the education level of respondents, namely D3, S1, and S2 which can be seen in the following table:

**Table 1.** Distribution of Respondents by Education Level

No	Last education	Frequency	Percentage
1	Diploma	3	9.7
2	S1 (Strata 1)	23	74.2
3	S2 (Strata 2)	5	16.1
<b>Total</b>		31	100

(Source : Primary Data, 2022)

Based on table 1 above, the results of the percentage calculation show that the majority of them have a D3 educational background, as many as 3 people with a percentage rate of 9.7%, the majority of second education, namely S1, are 23 people with a percentage rate of 74.2%, then the majority of the third level of education, namely S2 as many as 5 people with a percentage rate of 16.1%.

#### 3.2 Characteristics of Respondents Based on Years of Service

The characteristics based on years of service at the Maritime Affairs and Fisheries Office of Majene Regency will be described in the following table:

**Table 2.** Distribution of Respondents Based on Years of Service

No	Years of service	Frequency	Percentage (%)
1.	1 to 5 Years	2	6.5
2	6 to 10 Years	2	6.5
3.	11 to 15 Years	9	29.0
4.	16 to 20 Years	11	35.5
5.	21 to 25 Years	4	12.9
6.	26 to 30 Years	2	6.5
7.	30 > Years	1	3.2
Total		31	100

(Source : Primary Data, 2022)

Based on table 2 above, the most respondents are those with a working period of 16 to 20 years as many as 11 people with a percentage rate of 35.5%, followed by a working period of 11 to 15 years, namely 9 people with a percentage rate of 29.0% , then 21 to 25 years of service, namely 4 people with a percentage rate of 12.9%, then 6 to 10 years of service, namely 2 people with a percentage rate of 6.5%, then 1 to 10 years of service 5 years, namely 2 people with a percentage rate of 6.5% then 26 to 30 years of service for 2 people with a percentage rate of 6.5%, then 30> years of service for 1 person with a percentage rate of 3.2%.

#### 3.3 Validity Test

Based on the SPSS output, the calculation results for the Job Training variable show good results. This is because the minimum requirements that must be met for the questionnaire to be valid, namely  $(r \text{ count}) > (r \text{ table})$  of 0.355 can be fulfilled, so it can be concluded that the questionnaire for the Job Training variable is said to be valid.

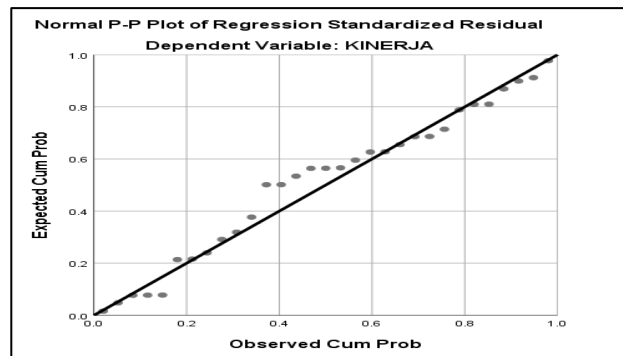
#### 3.4 Reliability Test

Based on the SPSS output above the results of the reliability test conducted with the SPSS statistical program, the results of the Cronbach Alpha coefficient were greater than 0.60 for the three research variables, namely the variables of Job Training, Motivation, and Employee Performance each of 0.689, 0.637 and 0.789.

#### 3.5 Normality Test

The normality assumption test is carried out using the P-Plot image . A good regression model is the data distribution is normal or close to normal. To detect normality is done by looking at the normal normal probability plot which compares the cumulative distribution of the normal distribution.

The criterion for accepting normality is to look at the points that are close to the line and follow the diagonal line. Calculation results for all variables are presented in the following figure:



**Figure 1.** P-Plot of Normality Test

Based on Figure 1, the P-Plot Normality Test shows that the points in the figure approach and follow the existing diagonal line. These results indicate that the three research variables, namely job training, employee motivation and performance are normally distributed.

**3.6 Multicollinearity Test**

The value commonly used to indicate the presence of multicollinearity is a tolerance value of not less than 0.10, which means that there is no correlation between the independent variables whose value is greater than 95% or equal to the VIF value < 10. The multicollinearity test results for the independent variables are as follows:

**Table 3** Multicollinearity Test

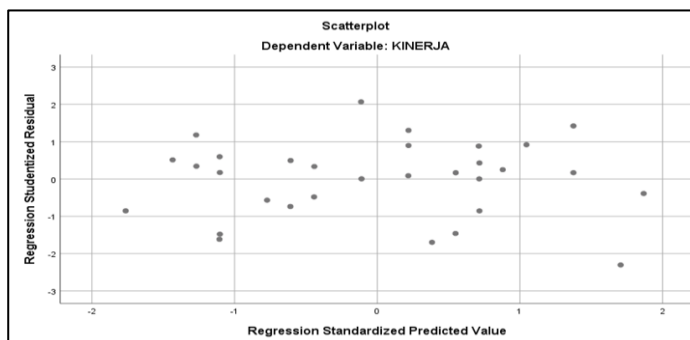
Variable	tolerance	Vif	Information
Work training	0.808	1,237	Non Multicol
Motivation	0.808	1,237	Non Multicol

(Source: Primary data output SPSS 25, 2022)

Based on table 3 above, it is known that the Variance Influence Factor (VIF) value is 1.237 <10.0. These results indicate that there is no independent variable multicollinearity.

**3.7 Heteroscedasticity Test**

Heteroscedasticity test tests the difference in residual variance from one observation period to another. Tests in this study used Graph Plots between the predicted value of the dependent variable, namely ZPRED and the residual SRESID. Heteroscedasticity does not occur if there is no clear pattern, and the points spread above and below the number 0 on the Y axis (Rahmawati et.al, 2015). The results of the heteroscedasticity test in this study are as follows:



**Figure 2.** Heteroscedasticity Test

Based on Figure 2, the Heteroscedasticity test shows that the dots spread above and below the number 0. These results indicate that there is no symptom of heteroscedasticity in this regression equation.

**3.8 Multiple Linear Regression Analysis**

Multiple linear regression analysis aims to analyze the relationship and influence between one dependent variable on two or more independent variables. In this study, multiple linear regression analysis was carried out between the variables Job Training ( $X_1$ ), Motivation ( $X_2$ ) on Employee Performance (Y) from processing research data as follows:

**Table 4.** Multiple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized	Q	Sig.
	B	std. Error	Coefficients Betas		
(Constant)	-10,136	9,952		1,018	317
Work training	.808	.226	.529	3,555	001
Motivation	.400	.204	.291	1,955	061

a. Dependent Variable: Performance

(Source: Primary data output SPSS 25, 2022)

Based on table 4 above, the SPSS output of the regression measurement aimed at the table above, the regression equation can be made as follows:

$$Y = a + 0.529X_1 + 0.291X_2 + e \dots\dots\dots(2)$$

Information:

1. The value of the regression coefficient of the Job Training variable is positive, so it can be concluded that there is a relationship between Job Training and Performance. The higher the Job Training, the better the level of Employee Performance.
2. The value of the regression coefficient of the motivation variable is positive, which means that there is a relationship between motivation and performance. The higher the motivation, the better the level of employee performance.

### 3.9 Simultaneous Significance Test (F Test)

Based on the test results through SPSS 2.5 it is known that F count (13.952) > F table (3.340) with a significance of 0.000 less than 0.05, the hypothesis is accepted which means job training and motivation together have a positive and significant effect on employee performance at the Maritime Service Office and Fisheries in Majene Regency.

### 3.10 Partial Significance Test (T Test)

Based on the test results through SPSS 2.5 (table 4), the following are the results of the statistical t test for each independent variable as follows:

1. Job Training ( $X_1$ ). The test results using the SPSS 25 software obtained  $t_{\text{count}} 3.555 > t_{\text{table}} 1.701$  with a significant level of 0.001 less than 0.05, the hypothesis is accepted, which means that job training has a positive and significant effect on employee performance at the Maritime Affairs and Fisheries Office of Majene Regency.
2. Motivation ( $X_2$ ). The test results using the SPSS 25 software  $t_{\text{count}} 1.955 > t_{\text{table}} 1.701$  with a significant level of 0.061 greater than 0.05, the hypothesis is accepted, which means that motivation has a positive and significant effect on employee performance at the Maritime Affairs and Fisheries Office of Majene Regency.

### 3.11 Discussions

The results of the simultaneous test found that Job Training and Motivation together had a positive and significant effect on employee performance at the Maritime Affairs and Fisheries Office of Majene Regency. By obtaining F Count greater than F Table which is equal to (13.952) > (3.340) with a significance of 0.000. smaller than 0.05. This means that if job training and motivation increase, employee performance also increases and vice versa if job training and motivation decrease, employee performance also decreases. Job Training and Motivation are important factors in improving employee performance. Provision of effective job training and motivation programs will be able to improve employee work attitudes to become skilled, expert and able to carry out their responsibilities better through employee training, the opportunity to improve employee performance is greater. The results of this study are supported by previous research conducted by Adam Ahadi, (2018) regarding "The Influence of Training and Motivation on Employee Performance at PT. Nusantara III (PERSERO) Medan. Concludes that training and motivation together have a positive and significant effect on performance.

## 4. CONCLUSION

Based on the results of research conducted by researchers at the Office of Maritime Affairs and Fisheries of Majene Regency regarding the effect of job training and motivation on employee performance at the Office of Maritime Affairs and Fisheries of Majene Regency, it can be concluded

is the job training variable has a positive and significant effect on employee performance at the Maritime Affairs and Fisheries Office of Majene Regency, with a job training program that will assist employees in carrying out their duties and obligations. Besides that, training for employees is also useful for improving the quality, skills, abilities, and expertise in carrying out their work. This will also have an impact on the performance of employees in carrying out the work they face later. The motivational variable has a positive and significant effect on employee performance at the Maritime Affairs and Fisheries Office of Majene Regency. The stronger the work motivation, the higher the employee's performance. This means that any increase in employee motivation will provide a very significant increase in improving employee performance in carrying out their work. The variables of job training and motivation together have a positive and significant effect on employee performance at the Maritime Affairs and Fisheries Service Office of Majene Regency. This is because good job training and motivation will lead an employee to get achievements in his performance.

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