

THE INFLUENCE HUMAN RESOURCE QUALITY AND WORK MOTIVATION EMPLOYEE PERFORMANCE THE RESEARCH AND DEVELOPMENT AGENCY OF NORTH SUMATRA PROVINCE

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Abstract

This study is entitled The Impact of Human Asset Quality and Work Inspiration on Representative Execution in the Innovative Work Organization of the North Sumatra Region. The plan of the issue in this examination is the means by which the impact of the nature of HR and work inspiration on representative execution in the innovative work organization of the North Sumatra Region is measured. This study expects to figure out how the impact of the nature of HR and work inspiration on worker execution in the common innovative work organization of North Sumatra is measured. The populace in the review were all workers at the Innovative Work Organization of the North Sumatra Area. The examining strategy utilized is the all-out inspecting technique. The number of tests in this review added up to 53 individuals. The examination strategies utilized are graphic technique and quantitative technique. The essential information in this study was obtained by dispersing polls, estimating them using a Likert scale, and measurably handling them using the SPSS (Factual Program for Social Timetable) Variant 22 program. The tests completed were legitimacy tests, dependability tests, and old-style presumption tests. The exemplary suspicion test comprises an ordinariness test, a multicollinearity test, a heteroscedasticity test, and various straight relapse tests. The speculation testing utilized in this review is the t test, F test, and assurance test (R2). In light of fractional testing, it is realized that the nature of HR meaningfully affects representative execution at the innovative work organization of the North Sumatra Region, and work inspiration significantly affects representative execution at the innovative work organization of the North Sumatra Territory. At the same time, the nature of HR and work inspiration affect representative execution at the Innovative Work Organization of the North Sumatra Region.

INTRODUCTION

The nature of Human Resources (HR) at Regional Development Planning, Research and Development Agency (Bappelitbang) should be great to create great results so they can understand the cravings and

requirements of shoppers, with endeavours to offer the most extreme support, with the expectation that purchasers will feel happy with the administrations given. Data, development, responsiveness and remodelling are extremely important as contributions to further developing movement arranging from here on out (Purba, 2020). Working on the nature of HR should be finished to create a favourable hierarchical atmosphere, an agreeable workplace, and representative work fulfilment, which affects authoritative advancement. In the event that work energy and enthusiasm diminish because of sensations of disappointment at work, assuming that this happens, it will cause a lessening in efficiency. On the other hand, on the off chance that a representative feels fulfilled working, their excitement and energy for work will expand, which can increase work efficiency (Tambunan, 2018).

A few suppositions in regards to inspiration most authorities on the matter would agree. (Putra & Cahyo, 2021) that inspiration is a potential power that exists inside a person, which can be grown freely or created by various outer powers that basically revolve around money-related rewards and non-financial prizes. , which can impact its presentation results decidedly or adversely. In the meantime, as expressed by (Ginanjar, 2018), the meaning of inspiration is requesting how to empower subordinates' enthusiasm for work, so they will work by giving every one of their capacities and abilities to understand the organization's objectives. In light of the definition as per the specialists above, it very well may be presumed that worker inspiration is support from the inside or from outside an individual to do an activity to accomplish a foreordained objective in an association.

By referring to the Presidential Regulation of the Republic of Indonesia Number 29 of 2014 concerning the Government Agency Performance Accountability System, which is a real commitment of the government to implement good governance in the implementation of national life, and the Regulation of the Minister of State for Administrative and Bureaucratic Reform of the Republic of Indonesia Number 53 of 2014 concerning Technical Instructions for Performance Agreements for Performance Reporting and Procedures for Review of Government Agency Performance Reports, the Regional Development Planning, Research and Development Agency (Bappelitbang) Performance Report is prepared as a form of accountability for the performance achievements of the Human Resources Development Agency during. The preparation of the Regional Development Planning, Research and Development Agency (Bappelitbang) Government Agency Performance Report is intended as one of the media to provide information on the performance achievements of the North Sumatra Province Human Resources Development Agency. The Performance Report is also a control tool and a quantitative performance measurement tool towards the realization of quality state financial accountability.

Government Agency Performance Report (LAKIP) Is a medium of accountability that contains information on the performance of government agencies. This report is useful to encourage government agencies to carry out general government tasks and build properly and correctly (Good Governance) which is based on applicable laws and regulations, transparent, measurable and accountable policies to the public, making government agencies accountable so that they can operate effectively, efficiently and responsively to the aspirations of the community and their environment, providing input and feedback for interested parties in order to improve the performance of government agencies, and maintaining public trust in the government. North Sumatra Province has also established Key Performance Indicators (KPI), as a measure of organizational success in achieving strategic organizational goals. Therefore, this study aims to analyze the influence of human resource quality and work motivation on employee performance at the Regional Development Planning, Research and Development Agency (Bappelitbang), North Sumatera Province.

RESEARCH METHODS

As indicated by Sugiyono (2017), populace is a speculation comprising items or subjects that have specific characteristics not set in stone by scientists to be concentrated and afterward ends drawn. The population in this study was 53 representatives at the North Sumatra Area Innovative Work Organization office. Arikunto & Yuliana (2018) accepts that the example is the hour of the populace

being considered, and in the event that there are under 100 subjects, taking every one of them is great. Besides, on the off chance that the subject is huge, take an example of between 20–25% or more. In view of the data, the creator utilized an example as per (Arikunto, 2011). In light of the fact that the populace in this study was under 100, the creator decided the example in this review to be 100 percent of the aggregate sum of contamination, in particular 53 individuals. The following is an organization of the number of inhabitants in the North Sumatra Region: Innovative Work Office Representatives.

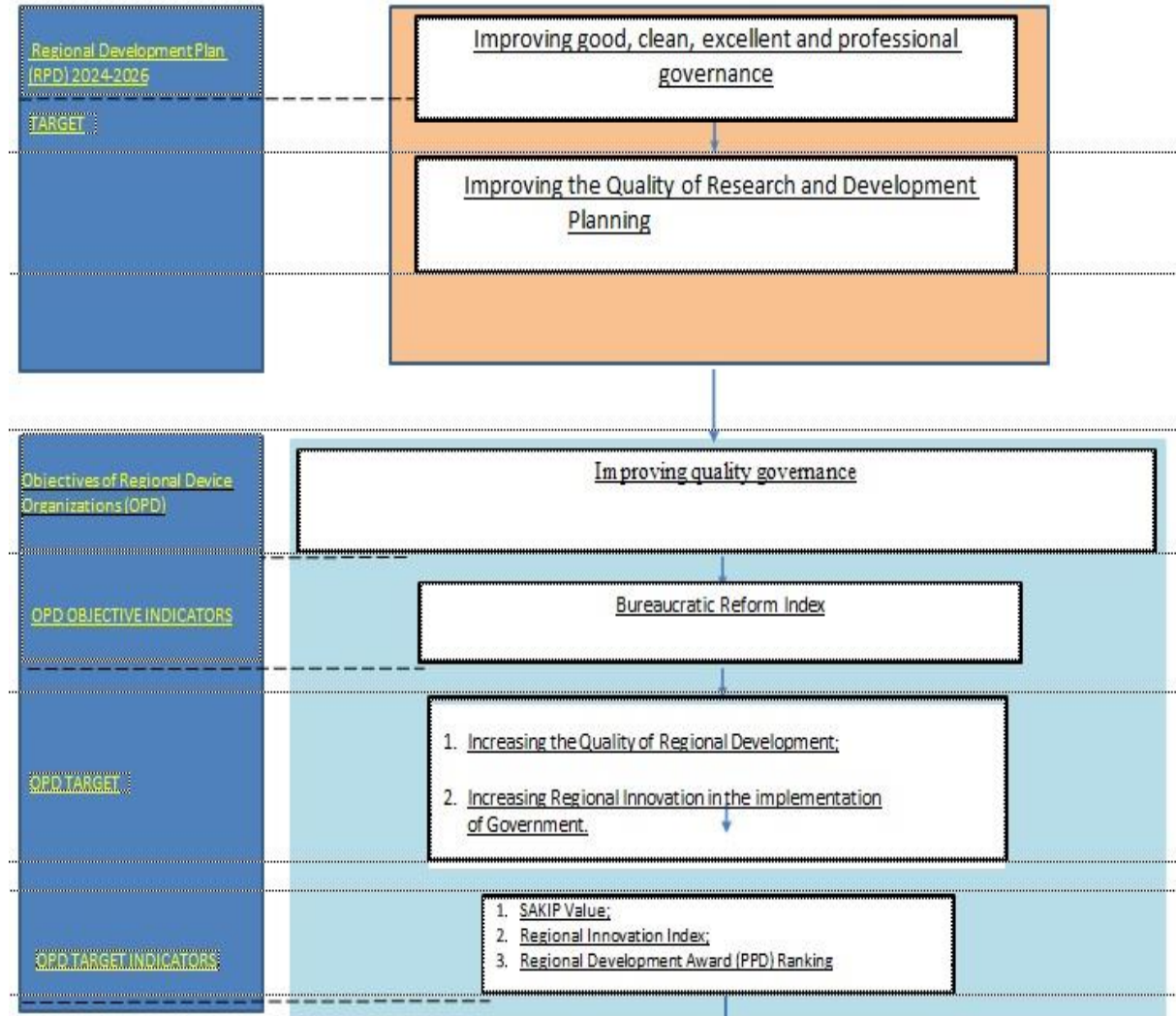


Figure 1. Performance Tree of The Development Planning, Research and Development Agency of North Sumatera Province

Information Examination Strategy is the process of deliberately looking for and ordering information obtained from interviews, field notes, documentation, and polls by sorting out the information into classifications, disseminating it into units, completing the blend, and coordinating it into an example of picking what is significant and what will be considered. What's more, make ends meet with the goal that they are effectively grasped without help from anyone else or others (Sugiyono, 2013). Then, at that point, one more comprehension of information investigation strategies is a technique that endlessly processes information into legitimate and straightforward data when introduced to the overall population and afterward utilized as an answer for issues. In this examination, the information examination procedure utilized is quantitative, specifically testing and breaking down information by ascertaining numbers and then reaching from the analyst's determinations utilizing the equations utilized (Sugiyono, 2018).

LITERATURE REVIEW

The nature of HR is the capacity to complete the obligations given to them with adequate schooling, preparing and experience (Krisnawida et al., 2023). The nature of HR in a help association is the primary help and main thrust of the association in its endeavours to understand the vision, mission and objectives of the association. As indicated by Prastyo (2020), the nature of HR is the capacity of representatives to complete the examination cycle, which is seen in an individual's abilities, instructive foundation, necessities that should be followed to have the option to do the review interaction, preparation, proficient issues and socialization of evolving guidelines. Government offices are associations explicitly decided to complete state obligations as a type of administration to the local area. In the event that administration organizations can process, prepare and utilize HR effectively, their objectives can be accomplished. The job of people in associations as representatives plays a very deciding role on the grounds that the endurance of an administration association relies completely upon people as its main thrust. Workers are a significant element for each administration association since representatives are a deciding component in accomplishing hierarchical objectives successfully and proficiently (Assagaf & Dotulong, 2015).

Workers are the fundamental resource and key to an association's job, to be specific, as organizers, scholars, and, furthermore, regulators of hierarchical exercises (Mariam, 2016). The exhibition moved by a representative is gotten through exertion, difficult work and a long cycle; hence, every worker is expected to have great execution in completing their obligations. As expressed in Regulation Number 5 of 2014 Article 12 concerning Work Force Standards (Pasiak, 2020), to be specific, "ASN representatives go about as organizers, implementers and managers of the execution of general government and public advancement undertakings through the execution of expert public arrangements and administrations, liberated from political obstruction and liberated from practices of defilement, conspiracy and nepotism." Worker execution is significant and quite difficult for associations in overseeing HR, on the grounds that the progress of an association relies upon quality HR. As per Ihsan et al. (2020), execution is the aftereffect of work (yield) whose obligations are as per the obligations given to them. Hence, execution is significant for the association as well as with respect to the actual workers. In this way, representative execution will run really well, assuming that it is upheld by the nature of HR and work inspiration.

Representative execution is a singular matter, in light of the fact that every worker has an alternate degree of capacity for completing their obligations. Execution can likewise be called an activity of worker execution (Tamarindang et al., 2017). Execution results, or an individual's general degree of progress during a specific period in completing an undertaking, are contrasted with different potential outcomes. For example, guidelines for work results may include foreordained targets or objectives that have been commonly settled upon. Anwar Prabu (2017) makes sense of the fact that exhibition is work accomplishment or work results, both quality and amount, accomplished by HR within a specific time span as per the obligations given to them. The achievement accomplished by the representative's presentation will affect the organization.

The nature of HR comprises two syllables, including the word quality, which by and large addresses the degree of being fortunate or unfortunate or the level of something. The meaning of value expressed that quality is an action that states how far different prerequisites, determinations and assumptions have been satisfied (Sedarmayanti & Haryanto, 2017). In the meantime, the overall meaning of HR is power that comes from people. Power that comes from people can likewise be called energy or power. Generally, HR are utilized in an association as a main thrust to accomplish the association's objectives. The meaning of HR is labour force or representatives a significant in an association job in making progress (Setiawan, 2016). One more definition is HR are individuals who are eager to get the show on the road to add to a work to accomplish authoritative objectives (Samsuni, 2017).

The term inspiration comes from Latin, to be specific, *movere*, and that signifies "to move." Inspiration in administration is, for the most part, planned for HR and particularly for subordinates. Inspiration itself is a very important component for a representative in doing work. Despite the fact

that the representative's capacities are boosted and joined by satisfactory offices, assuming there is no inspiration to urge representatives to work as indicated by the goals, the work won't meet the targets (Lubis & Rahmawaty, 2023).

Employee Performance Indicators

There are 7 performance indicators. Two of them have a very important role, namely goals and motives. Performance is determined by the goals to be achieved and to do so requires a motive. Without the motivation to achieve goals, performance will not work. Thus, goals and motives are the main indicators of performance. However, performance requires support from facilities, competencies, opportunities, standards, and feedback, the relationship between the seven indicators is described by Hersey et al (in Khawaldeh, 2020). The performance indicators according to Robbins et al. (2016) are:

1. Presence or Attendance
2. Quality of Work
3. Quantity of Results
4. Punctuality and Speed
5. Teamwork
6. Adaptability
7. Leadership

Definition of Performance

Employees we agree that performance is an important point in a company. Employee performance or job performance is an achievement of the final result that has been achieved by employees during a predetermined and agreed period. According to Kahya (2007) performance is the result of work that has been achieved by employees based on job requirements. Employee work standards, which means that if employee performance meets the standards, it can be said that the employee's performance is good (Karatepe, 2013). To find out about this performance, a performance assessment is needed within the company. According to Van Iddekinge et al. (2018), performance is a function of motivation and ability. To complete a task or job, a person should have a certain degree of willingness and level of ability. Performance management is a means to get better results from organizations, teams, and individuals by understanding and managing performance within a framework of agreed objectives, standards and attribute requirements. Performance is basically what employees do. Common employee performance for most jobs includes the following elements: 1) quantity of results, 2) quality of results, 3) timeliness of results, 4) attendance, and 5) ability to work together. According to Hasibuan (2006: 94) explains that performance is the work results achieved by someone in carrying out the tasks assigned to him based on skills, experience, excellence and time.

Employee Performance Assessment

According to Campbell & Wiernik (2015), performance assessment is a formal system for assessing and evaluating individual or team task performance. Performance assessment is an important factor for the success of performance management. Although performance assessment is only one element of performance management, the system is important because it directly reflects the organization's strategic plan. Although team performance evaluation is important as teams exist in an organization, the focus of performance assessment in most companies remains on individual employees. Regardless of this emphasis, an effective appraisal system will evaluate performance and initiate plans for development, goals, and objectives. Grigoroudis et al. (2013) stated that performance appraisal is assessing the ratio of actual work results with quality and quantity standards produced by each employee. Based on the definition of performance appraisal above, it can be concluded that performance appraisal in a modern organization, performance appraisal is an important mechanism for management to use in explaining the goals and performance standards 29 motivating individual performance in the future. Performance appraisal becomes the basis for decisions that affect salary, promotion, dismissal, training, transfer and other employment conditions. According to Ammons &

Mills (2005), in practice there are many assessment methods used, which of course vary from one company to another. All of these methods are broadly grouped into two categories, namely: Past-oriented assessment which is interpreted as an assessment of work behaviour carried out in the past before the assessment was carried out. Through the results of the assessment, efforts can be made to change work behaviour or employee development. Some of these assessment methods consist of: a. Rating Scale is an assessment based on a scale, from very satisfying, satisfying, sufficient, to less satisfying. b. Checklist is an assessment based on a performance standard that has been described in advance. c. Critical Incident Technique is an assessment based on specific behaviour carried out in the workplace, both good and bad behaviour. d. Time-anchored Assessment Scale is an assessment carried out by specifying performance in certain dimensions. e. Observation and Performance Test is an assessment carried out through field tests. f. Group Comparison Method is comparing an employee with his/her co-workers.

Work Motivation

Literally, the term motivation comes from the Latin word *movere*, which means to move which indicates a process that begins with physiological or psychological deficiencies that drive behaviour or drives that are directed towards goals or incentives, so that understanding the motivation process depends on the understanding and relationship between needs, drives, and incentives (Beckmann & Heckhausen, 2018). Dörnyei (2000) states that motivation is factors that direct and drive a person's behaviour or desire to carry out an activity that is expressed in the form of hard work. In addition, Robbins & Judge (2013) state that motivation is a process carried out by individuals who seek to achieve goals, including three important elements, namely intensity, direction, and persistence. Reiss (2004) says that motivation is an inner spirit or passion caused by needs or desires that encourage someone to move all their energy to achieve the desired goal, the same thing is also stated by Bandhu et al. (2024) that motivation is a process that drives someone to act in achieving goals.

According to Siswadi & Lestari (2021) work motivation is a stimulant of desire and driving force of a person's willingness to work because each motivation has a specific goal to be achieved. In addition, Green et al. (2017) stated that work motivation is a mental state that encourages, activates or moves that directs and channels a person's behaviour, attitudes and actions to achieve goals. Baron (2003) also stated that motivation is a series of processes that arise or arise from within the individual, which directs and maintains or maintains human behaviour towards the goals to be achieved. From several definitions put forward by several figures, it can be concluded that work motivation is the drive to work by directing all the potential that a person has to achieve the desired goal.

Maslow (in Luthans, 2002) argues that a person's motivational needs can be arranged in a hierarchy, namely if one level is met, then the next higher need is activated to motivate a person. Maslow identified five levels in the hierarchy of needs, because Maslow did not intend his hierarchy of needs to be applied in work motivation, then Douglas McGregor in his book *The Human Side of Enterprise*, so that Maslow's hierarchy of needs theory can be applied in the work motivation satisfaction model, the hierarchy of needs can be seen in the following picture:



Figure 2. Maslow's Hierarchy of Needs
Source: Luthans et al. (2010)

RESULT AND DISCUSSION

Research result

Local state-run administrations can decide on different arrangements as per the power they convey. It is trusted that provincial states will actually want to plan different approaches to put forth different forward leaps in attempts to propel their districts. One of the designated approaches is connected with innovative work exercises as ordered in Regulation No. 18 of 2002 concerning the Public Framework for Exploration, Improvement and Utilization of Science and Innovation, particularly in Article 20, which expresses that local government capabilities to cultivate inspiration, give feeling and offices, and establish an environment that is helpful for the development and cooperative energy of institutional components, assets and logical organizations and innovation in its administration region are an indivisible piece of the public arrangement of examination, improvement and use of science and innovation. In light of these turns of events, the North Sumatra Common Government framed the North Sumatra Commonplace Innovative Work Organization, which is entrusted with helping the lead representative in the field of innovative work. With the presence of this organization, it is trusted that the Commonplace Government will actually want to form different needs and strategy systems for executing government, improvement and society, as well as science and innovation, in light of the aftereffects of innovative work.

At first, the North Sumatra Area Innovative Work Organization was shaped in view of Provincial Guideline No. 4 of 2001, dated July 20, 2001, concerning Provincial Specialized Organizations of the North Sumatra Region, and in light of the Announcement of the Legislative Head of North Sumatra Number: 611.1-434. K/Year 2002, dated June 18, 2002, concerning the Obligations, Works and Work Methods of the Innovative Work Organization of Sumatra Territory North. Nonetheless, the Commonplace Innovative Work Organization successfully completed its functional obligations in August 2002, subsequent to being filled by a primary situation in July 2002. In accordance with its turn of events, the North Sumatra Common Innovative Work Organization keeps on giving its presence in doing innovative work in the North Sumatra Common Government, which is then upheld in view of Local Guideline No. 9 of 2008 concerning the Association and Work Methods of Local Specialized Establishments of the North Sumatra Area and Guideline of the Legislative Head of North

Sumatra No. 60 of 2011 concerning the Obligations, Works and Sets of responsibilities of the North Sumatra Territory Innovative Work Organization. Aside from that, with regards to creating innovative work limits and acknowledging imaginative advancement and local seriousness in the North Sumatra Area, the Commonplace Innovative Work Organization in the functional execution of its exercises has been controlled in North Sumatra Lead Representative Guideline No. 34 of 2012 concerning Rules for Local Research, and development and Advancement inside the North Sumatra Commonplace Government. This is because of the significance of executing innovative work in figuring out provincial advancement arrangements and understanding vital issues that keep on creating in accordance with change and territorial independence, which can affect changes and elements in the social, financial and political request. The presence and capability of innovative work are extremely important, particularly in doing all administration capabilities in the locale. In this way, it is trusted that the flow presence of the North Sumatra Commonplace Innovative Work Organization will actually want to do its obligations and works and increment its job as a Local Work Unit of the North Sumatra Commonplace Government, which completes, organizes and works with all innovative work exercises in the district, and can be directed as a research organization in scrutinizing different creating issues to hence deliver key strategy details and become an expert establishment in light of scholastic capability that can connect and team up with different other government and non-government parties.

Validity and Reliability Testing

Legitimacy tests are completed to quantify the degree of truth. The legitimacy test is completed by working out the relationship between the score of each question item and the score. From the table underneath, it tends to be seen that the connection of all things for HR quality (X1) shows an individual relationship esteem > 0.2706, so it very well may be presumed that all HR quality inquiry things (X1) are legitimate.

Table 1. HR Quality Variable Validity Test (X1)

No item	Corrected Item	(r table (n = 53,	Conclusion
	Total Correlations	a = 5%)	
	(r count)		
Quality of HR 1	0, 724	0, 2706	Valid
Quality of HR 2	0, 787	0, 2706	Valid
Quality of HR 3	0, 777	0, 2706	Valid
Quality of HR 4	0, 698	0, 2706	Valid
Quality of HR 5	0, 634	0, 2706	Valid

Furthermore, from the table below it can be seen that the correlation of all items for employee performance (Y) shows a Person Correlation value > 0.2706 so it can be concluded that all employee performance question items (Y) are valid.

Table 2 Validity Test of Employee Performance Variables (Y)

No item	Corrected Item	(r table (n = 53,	Conclusion
	Total Correlations	a = 5%)	
	(r count)		
Performance 1	0, 837	0, 2706	Valid
Performance 2	0, 664	0, 2706	Valid
Performance 3	0, 713	0, 2706	Valid
Performance 4	0, 804	0, 2706	Valid
Performance 5	0, 667	0, 2706	Valid

Unwavering quality testing is utilized to determine the consistency of markers in estimating the factors they measure. To test unwavering quality, most scientists use Crobach alpha.

Table 3 X and Y Reliability Test

Variable	Alpha Value	Reliable / Not Reliable
HR Quality (X1)	0, 775	Reliabel
Work motivation (X2)	0, 747	Reliabel
Performance (Y)	0, 782	Reliabel

T Test (Partial)

The partial test of the influence of human resource quality and work motivation variables on performance can be explained in the following table:

Table 4. Partial Test (t Test)
Coefficients^a

Model	Unstandardized Coefficients		Standardized coefficients	t	Sig
	B	Std Error	Beta		
(Constant)	14,635	2,186		6,694	,000
HR Quality (X1)	,351	,074	,365	4,734	,000
Work Motivation (X2)	,631	,071	,681	8,848	,000

a. Dependent Variable : Employee Performance (Y)

From the table over, the determined incentive for every variable is acquired. The determined t esteem is then contrasted with the t table worth at a certainty level of 95% or 0.05%. The t-table worth on df3 and N = 53 with a = 0.05 is 2.00856. The fractional impact of the HR quality variable (X1) is gotten with a determined t worth of 4.734, hence $t_{count} > t_{table}$ ($4.734 > 2.00856$) with a worth that is critical at $0.00 < 0.05$, so H_0 is dismissed and H_1 is acknowledged, and that implies that the HR quality variable affects representative execution at the Innovative Work Organization of North Sumatra Region. This actually intends that if the nature of HR (X1) increases or improves, the exhibition of representatives at the North Sumatra Territory Innovative Work Office will likewise increase.

The incomplete impact of the work inspiration variable (X2) was obtained with a t count of 8.848. Hence, if $t_{count} > t_{table}$ ($8.448 > 2.00856$) with a critical worth of $0.00 < 0.05$, then, at that point, H_0 is dismissed and H_1 is acknowledged, and that implies that the work inspiration variable affects representative execution at the Innovative Work Organization of North Sumatra Territory. This means that if work inspiration (X2) increases or improves, the presentation of representatives at the North Sumatra Territory Innovative Work Office will likewise increase. In view of the examination results, it is realized that the most noteworthy relapse coefficient esteem is work inspiration (X2) of 0.681, or 68.1%. This implies that work inspiration (X2) impacts representative execution at the North Sumatra Region Innovative Work Office.

F test

The influence of human resource quality and work motivation as independent variables (X) on employee performance as the dependent variable (Y) at the North Sumatra Province Research and Development Agency can be seen in table. In the table below, the calculated f value is 65.028. By using Confidence Interveal (C1) 95% df2 and N = 53 ($\alpha = 0.05$), from the F distribution table the value is 3.18, so F_{count} is $65.028 > F_{table}$ 3.18, then H_0 is rejected and H_1 is accepted, meaning the quality variable Human resources and work motivation influence employee performance variables at the Research and Development Agency of North Sumatra Province.

Tabel 5. Simultaneous Test (Test F)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	533,882	2	266,941	65,028	.000 ^b
	Residual	205,250	50	4,105		
	Total	739,132	52			

a. Dependent Variable : Employee Performance (Y)

b. Predictors: (constant), Work motivation (X2), Quality of human resources (X1)

CONCLUSION

In view of the information examination and speculation testing in the past part, the following conclusions can be drawn: The HR quality variable affects worker execution at the Commonplace Innovative Work Organization (BALITBANG). The work inspiration variable affects representative execution at the Common Innovative Work Office (BALITBANG). The factors of human asset quality and work inspiration significantly affect representative execution at the Commonplace Innovative Work Organization (BALITBANG).

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