



## THE INFLUENCE OF WORK EXPERIENCE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN THE DPRD SECRETARIAT ENVIRONMENT KONAWA DISTRICT ISLANDS

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### ABSTRACT

This study aims to find out and analyze (1) Influence work experience and motivation on employee performance in the Konawe Islands Regency DPRD Secretariat; (2) The influence of work experience on employee performance in the Konawe Islands Regency DPRD Secretariat; and (3) Influence work motivation on employee performance in the Konawe Islands Regency DPRD Secretariat. As for determining the number of samples in this study is to use the census method, namely the number of samples taken from the entire population of 89 employees. The analytical tool used is multiple linear regression using SPSS software.

Based on the results of the study it can be concluded that (1) Work experience and motivation have a positive and significant effect on employee performance; (2) Work experience has a positive and significant effect on employee performance; and (3) motivation has a positive and significant effect on employee performance.

**Keywords:** *Work Experience, Motivation, and Employee Performance*

### INTRODUCTION

Human resources are the most important factor in every organizational activity, because no matter how sophisticated the technology used without the support of humans as executors of operational activities will not be able to produce output that is under the expected level of efficiency. The role of human resources in the organization existed when the organization was recognized as a forum for joint efforts in achieving a goal. With various kinds of individuals in an organization, where there are differences in a person's background such as education, experience, economy, status, needs, and expectations require organizational leaders to be able to manage and utilize them so that they do not hinder the goals of the organization to be achieved.

The position and role of Civil Servants as elements of the state apparatus who serve as public servants must provide fair service to the community based on loyalty and obedience to Pancasila and the 1945 Constitution. To be able to carry out their duties properly, employee development is directed at improving the

quality of human resources to have attitudes and behaviors that are centered on dedication, honesty, professionalism, responsibility, discipline, work ethic, and authority so that they can provide services according to the demands of community development. For this reason, employees who have high performance are needed in carrying out their duties.

Based on initial observations in the Konawe Islands Regency DPRD Secretariat environment it is known that employee performance is not optimal. This is because there are still some employees who seem to be still ineffective, where superiors place employees in certain jobs that are not under their educational background and are not supported by adequate skill abilities causing them to be unable to complete their work properly.

Another phenomenon related to work motivation in the Konawe Islands Regency DPRD Secretariat environment shows that some employees consider mutations to be unfair treatment, lack of transparency of information about promotion opportunities, and there are still dissatisfied employees because employee expectations do not match the facts that occur and this has an impact on employee performance.

As a reference to support the theory and propositions in this study, an empirical study of the authors is needed, so some research results are adopted namely: the results of research conducted by Gede Agus Setiawan (2022) show that work experience has a positive and significant effect on performance. Different from the results of research conducted by Deden Guswanto, et al (2022) showing that work experience has no significant effect on performance.

The results of research conducted by Deden Guswanto, et al (2022), show that work motivation has a positive and significant effect on performance. In contrast to the results of research conducted by Mona and Ignatius Soni Kurniawan (2022) it shows that work motivation has no significant effect on performance.

## **LITERATURE REVIEW**

### **Work experience**

According to Marwansyah in Wariati (2015), work experience is the knowledge, skill, and ability possessed by employees to carry out responsibilities from previous jobs.

According to Malayu SP Hasibuan (2016, p.55), experienced people are prospective employees who are ready to use. Applicant's work experience should receive primary consideration in the selection process.

According to Manullang (2008, p.102), experience is important in the employee selection process. Experience can show what will be done by prospective employees. Experience can show what a prospective employee can do when he applies. Skills and experience are two qualifications that are always considered in the employee selection process. Generally, companies are more inclined to choose an experienced workforce.

Bangun (2012, p.210) says that job rotation is a division of other jobs within the organization, to increase the knowledge and experience of the workforce. Work experience is a basis or reference for an employee to be able to place himself in the right conditions, dare to take risks, be able to face challenges with full responsibility, and be able to communicate well with various parties to maintain productivity, performance, and produce individuals who are competent in their fields.

From the several opinions above, it can be concluded that work experience is the level of mastery of knowledge and skills of a person in his work which can be measured from the period of service and from the level of knowledge and skills he has. Business experience, especially jobs that require a lot of expertise, skills, and initiative in reacting to produce better products in terms of quantity and quality.

### **Work Motivation**

According to Robbert Heller in Wibowo (2014: p.121), work motivation is the desire to act. Everyone can be motivated by several different strengths. Work motivation is the result of a collection of internal and external forces that cause workers to choose the appropriate course of action and use certain behaviors. Work motivation is generally related to goals, while organizational goals include behavior related to work (Robbins and Judge in Wibowo (2014: p.121).

Hamzah Uno (2012: p.72) defines work motivation as a force within a person that influences the

direction, intensity, and persistence of a person's voluntary behavior to do work. Work motivation is a psychological process that arouses, directs, and is persistent in carrying out voluntary actions directed at achieving goals (Kreitner and Kinicki in Wibowo (2014: p.121). Meanwhile, Colquitt, LePine, and Wesson in Wibowo (2014: p.122) define work motivation as a set of energetic forces both from within and outside of work, starting from work-related efforts, considering the direction, intensity, and persistence.

From the understanding and definition of work motivation from the experts above, it can be concluded that work motivation is a condition that encourages, stimulates, or moves a person to do a job or activity so that he can achieve his goals.

### Employee Performance

An organization, whether government or private, is always driven by a group of people who play an active role in achieving the goals to be achieved by the organization. Organizational goals certainly will not be achieved if the performance of members or employees is not optimal. According to Mangkunegara (2002) in Pasolong (2010) performance is the result of work in quality and quantity achieved by someone in carrying out their functions under the responsibilities given to them.

Prawirosentono in Pasolong (2010) tends to use the word performance in referring to the word performance. According to him, performance is a result that can be achieved by a person or group of people in an organization, under their respective responsibilities to achieve the goals of the organization concerned legally, not violating the law and under morals and ethics.

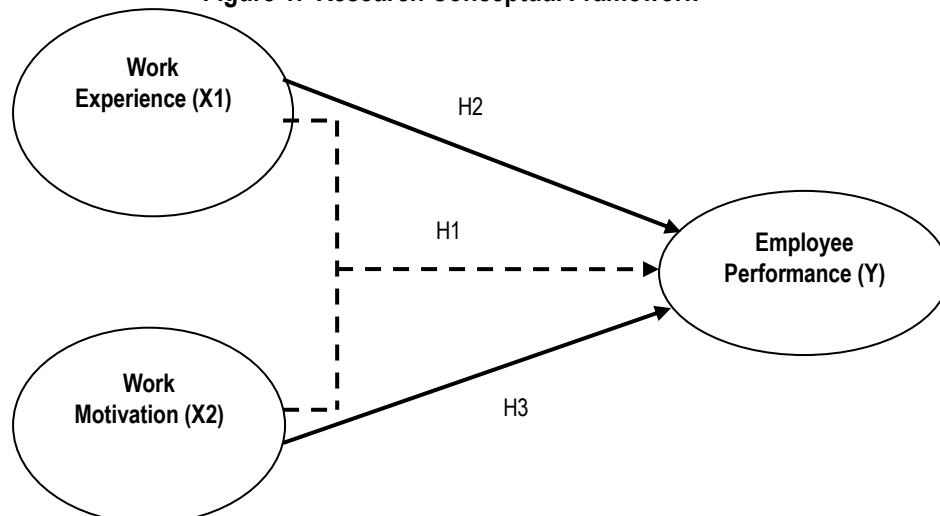
The various opinions above can illustrate that employee performance and organizational performance have a very close relationship, the achievement of organizational goals cannot be separated from the resources owned by the organization that is driven or run by employees who play an active role as actors in efforts to achieve organizational goals. So it can be concluded that employee performance is the assessment of a person's work in an organization under their duties and responsibilities to achieve organizational goals.

### Conceptual Framework

The conceptual framework that underlies the research is the effect of work experience and work motivation on employee performance in the Konawe Islands Regency DPRD Secretariat environment. Work experience variable, According to Foster in Sartika (2015) indicators of work experience are: length of time/working period, level of knowledge and skills possessed, and mastery of work and equipment. Work motivation variable, According to Sunyoto (2015: 7), "measurement of work motivation, namely: the need for achievement, the need for affiliation, and the need for power.

Based on the theory described above, a conceptual model or theoretical framework that can be developed in this study is as follows:

Figure 1. Research Conceptual Framework



### Hypothesis

Based on the theoretical basis and framework that has been put forward, a hypothesis can be put forward as a temporary conclusion as follows:

1. H1: Work experience and work motivation simultaneously have a positive and significant effect on employee performance in the Konawe Islands Regency DPRD Secretariat.
2. H2: Work experience has a positive and significant effect on employee performance in the Konawe Islands Regency DPRD Secretariat.
3. H3: Work motivation has a positive and significant effect on the performance of employees in the Konawe Islands Regency DPRD Secretariat.

### RESEARCH METHODS

This study uses a quantitative approach, which is a method used to answer research problems related to data in the form of numbers and statistical programs (Wahid Murni, 2017). Research object namely work experience and work motivation on employee performance. The location of this research was performed by the Konawe Islands Regency DPRD Secretariat.

The population of this research is all the Konawe Islands Regency DPRD Secretariat which amounted to 89 people outside the leadership. The determination of the number of samples used by the authors in this study is the census method based on the provisions put forward by Sugiyono (2013: 118) which says that saturated sampling is a technique for determining samples when all members of the population are used as samples. Another term for a saturated sample is the census. In this study, the sample used was all employees in the Konawe Islands Regency DPRD Secretariat which amounted to 89 people outside the leadership.

The types of data in this study are quantitative data and qualitative data. Sources of data in this study are primary data and secondary data. Data collection techniques used in this study are questionnaire and Documentation. This study uses two kinds of analysis, descriptive statistical analysis and inferential statistical analysis of the data obtained in the field. How to analyze the data that has been scored according to the measurement scale that has been determined through multiple linear regression analysis using Microsoft Excel and SPSS 24.0 software.

### RESEARCH RESULT AND DISCUSSION

#### Research Instrument Validity Test

Validity is an index that shows the extent to which a measuring instrument measures what needs to be measured. For this reason, item analysis was carried out using the correlation method product moment Pearson. A validity test with this method is done by correlating the score of the answers obtained on each item with the total score of all items. The correlation results must be significant based on certain statistical measures. A high correlation coefficient indicates the suitability between the item function and the overall measuring function or in other words the instrument is valid. Validity is carried out using the product-moment correlation coefficient. The test criteria used in the instrument are said to be valid if the value of  $r \geq 0.30$  (cut of the point) Sugiyono (2014).

**Table 1. Instrument Validity Test Results at Level  $\alpha = 0.05$ .**

Indicator	r-value	Information	Indicator	r-value	Information
X1.1	0.899	Valid	Y1.3	0.819	Valid
X1.2	0.914	Valid	Y1.4	0.889	Valid
X1.3	0.907	Valid	Y1.5	0.840	Valid
X2.1	0.922	Valid	Y1.6	0.849	Valid
X2.2	0.847	Valid	Y1.7	0.869	Valid
X2.3	0.793	Valid	Y1.8	0.852	Valid
Y1.1	0.789	Valid	Y1.9	0.750	Valid
Y1.2	0.837	Valid			

Source: Primary Data in Sports Year 2023

Based on table 1. shows that all indicator items that measure each variable produce a validity coefficient of more than 0.30 ( $r > 0.30$ ). Thus, it can be stated that the data collection instrument used in this study is valid.

**Research Instrument Reliability Test**

Reliability testing was carried out on the statement items used in this study using the Alpha Cronbach method. The acceptable cut of point for Cronbach's Alpha level is  $\geq 0.60$  although this is not an absolute standard by Sekaran (2006). The instrument is considered to have an acceptable level of reliability if the measured reliability coefficient is  $\geq 0.60$ . An instrument is said to be reliable if it can be used to measure variables repeatedly which will produce the same data or only slightly vary (Supranto, 2005).

The reliability test has criteria where the resulting value is greater than 0.70 ( $> 0.70$ ) with a 95% confidence level, the results are shown in Table 2.

**Table 2. Instrument Reliability Test Results at Level  $\alpha = 0.05$**

Variable	Cronbac'h Alpha	Information
Work Experience (X1)	0.865	Reliable
Motivation (X2)	0.848	Reliable
Employee Performance (Y)	0.788	Reliable

Source: Primary Data in Sports in 2023

Based on Table 2, it can be concluded that all indicator items used to measure each variable have a coefficient value greater than 0.70. Therefore the instruments used in collecting data can be declared reliable at the 95% level of confidence or  $\alpha = 0.05$ .

**Simultaneous Model Testing Results**

To prove the research hypothesis proposed in this study, multiple linear regression methods are used with the following analysis results:

**Table 3. Simultaneous Influence Relationship between Variables (Test F)  
ANOVAa**

Model	Sum of Squares	df	MeanSquare	F	Sig.
1 Regression	4597,215	2	2298,607	211,634	,000b
1 residual	934,066	86	10,861		
Total	5531,281	88			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Source: Primary Data in Sports in 2023

Work experience (X1) and motivation (X2) in a manner of simultaneous positive and significant effect on employee performance (Y) on the Konawe Islands Regency DPRD Secretariat. This is shown by the results of the F test at a confidence level of 0.95, where the probability value =  $0.000 < 0.05$ . This means that work experience and motivation simultaneously have a positive and significant effect on employee performance at the Konawe Islands Regency DPRD Secretariat. Thus, the first hypothesis is: work experience and motivation simultaneously affect employee performance at the Konawe Islands Regency DPRD Secretariat acceptable.

**Partial Model Testing Results**

Statistical testing whether work experience and motivation have positive and significant effects on

employee performance in the Konawe Islands Regency DPRD Secretariat can be seen in Table 4 as follows:

**Table 4. Partial Effect of Relationships between Variables (t-test)  
Coefficientsa**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	std. Error	Betas		
1	(Constant)	4,151	1,539		2,697	,008
	X1	1,902	,254	,672	7,476	,000
	X2	,837	,284	,265	2,949	,004

a. Dependent Variable: Y

Source: Primary Data in Sports in 2023

The results of computer analysis (SPSS program) Table 4. It can be seen that:

1. Work experience (X1) partially has a positive and significant effect on employee performance (Y) in the Konawe Islands Regency DPRD Secretariat. This is shown by the results of the t-test at the 0.95 level of confidence or the real level  $\alpha = 0.05$ , where the probability value =  $0.000 < 0.05$ . Thus, the second hypothesis is: work experience has a positive and significant effect on employee performance in the Konawe Islands Regency DPRD Secretariat. Thus the second hypothesis is accepted.
2. Motivation (X2) partially has a positive and significant effect on employee performance (Y) in the Konawe Islands Regency DPRD Secretariat. This is shown by the results of the t-test at the 0.95 level of confidence or the real level  $\alpha = 0.05$ , where the probability value =  $0.004 < 0.05$ . Thus, the third hypothesis is: motivation has a positive and significant effect on employee performance in the Konawe Islands Regency DPRD Secretariat. Thus the third hypothesis is accepted.

**Correlation Coefficient (R)**

Coefficient analysis results correlation (R) and determination (R Square) can be seen in Table 5. as follows:

**Table 5. Coefficient Analysis Results Correlation (R) and determination (R Square)  
Summary modelb**

Model	R	R Square	Adjusted R Square	std. Error of the Estimate	Change Statistics				
					R Square Change	FChange	df1	df2	Sig. FChange
1	,912a	,831	,827	3.29564	,831	211,634	2	86	,000

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: Primary Data in Sports in 2023

Analysis results coefficient correlation (R) based on Table 5. The result is that the magnitude of the correlation coefficient (R) obtained is 0.912. Those results mean that work experience and motivation are positively and strongly related to improvement efforts in employee performance on the Konawe Islands Regency DPRD Secretariat. It means when work experience and motivation improved then employee performance will be higher.

### **Coefficient of Determination (R Square)**

The results of the analysis of the coefficient of determination (R Square) are in Table 5. stated that the magnitude of the coefficient of determination (R Square) is 0.831. This shows that variations in changes in employee performance on the Konawe Islands Regency DPRD Secretariat determined or influenced by work ethics, work experience, and work culture of 83.1%. The remaining 16.9% is determined by other factors outside this research model.

### **DISCUSSION**

Based on the results of the research that has been done, further discussion of the analysis will be carried out. The discussion is carried out by looking at the causality relationship that occurs as proof of the hypothesis raised in this study. Theories or results of previous empirical research will be used in discussing research results, whether the theories or research results support or contradict the results of hypothesis testing conducted in this study. A more detailed description of the influence of the latent variables designed in this study is as follows:

#### **The Effect of Work Experience and Motivation Against Employee Performance on Konawe Islands Regency DPRD Secretariat Environment**

The results of the analysis of testing the first hypothesis that work experience and motivation influence employee performance in the Konawe Islands Regency DPRD Secretariat were found to be positive and significant. This can be interpreted as an increase in employee performance because it's getting better work experience and work motivation in the Konawe Islands Regency DPRD Secretariat.

Work experience is a basis or reference for an employee to be able to place himself in the right conditions, dare to take risks, be able to face challenges with full responsibility, and be able to communicate well with various parties to maintain productivity, performance and produce individuals who are competent in their fields. According to Marwansyah in Wariati (2015), work experience is the knowledge, skill, and ability possessed by employees to carry out responsibilities from previous jobs. According to Foster in Sartika (2015), indicators of work experience are the length of time/working period, level of knowledge and skills possessed, and mastery of work and equipment.

The results of the description of the variables indicate that the variables of work experience have been well perceived. This means that the respondent has rated good work experience in the DPRD Secretariat environment of the Konawe Islands Regency when it is perceived from the indicators of length of time/period of work, level of knowledge and skills possessed, and mastery of work and equipment.

According to Robbert Heller in Wibowo (2014: p.121), work motivation is the desire to act. Everyone can be motivated by several different strengths. Work motivation is the result of a collection of internal and external forces that cause workers to choose the appropriate course of action and use certain behaviors. Work motivation is generally related to goals, while organizational goals cover behavior related to work (Robbins and Judge in Wibowo (2014: p.121). According to Sunyoto (2015: 7), "measurement of work motivation, namely: the need for achievement, need for affiliation and need for power.

The results of the description of the variables indicate that the motivation variable has been well perceived by the respondents. This means that respondents have assessed good motivation in the DPRD Secretariat environment of the Konawe Islands Regency when it is perceived from the indicators of the need for achievement, the need for affiliation, and the need for power.

Work experience and work motivation can affect performance. According to Mangkunegara (2002) in Pasolong (2010) performance is the result of work in quality and quantity achieved by someone in carrying out their functions under the responsibilities given to them. Government Regulation of the Republic of Indonesia Number 30 of 2019 concerning Civil Servant Performance Evaluation and Regulation of the Minister of Administrative and Bureaucratic Reform or Permenpan RB Number 8 of 2021 concerning the PNS (Civil Servant) Performance Management System. The indicators in this study are quality, quantity, time, cost, service orientation, commitment, work initiative, cooperation, and leadership.

The results of the variable description indicate that the employee performance variable felt by

employees in the Konawe Islands Regency DPRD Secretariat environment is in a good category, this shows that the performance possessed by employees in the Konawe Islands Regency DPRD Secretariat environment is good in terms of quality, quantity, time, cost, service orientation, commitment, work initiative, cooperation, and leadership.

The results of the analysis with multiple linear regression indicate that there is a positive and significant influence simultaneously between work experience and motivation on employee performance. These findings indicate the importance of work experience and motivation to improve employee performance in the DPRD Secretariat of the Konawe Islands Regency.

The results of this study are in line with the research conducted Deden Guswanto, et al (2022) that there is a relationship between work experience and motivation on employee performance. This confirms that the variables of work experience and motivation have a positive and significant effect on employee performance. Furthermore, in line with the results of research conducted by Gede Agus Setiawan (2022) work experience and motivation have a very significant effect simultaneously on employee performance.

The results of this study are also in line with the results of research conducted by Ni Made Septiantara, Nengah Landra and Ary Wira Andika (2022) show that motivation and work experience have a positive and significant effect on employee performance.

### **Effect of Work Experience on Employee Performance on Konawe Islands Regency DPRD Secretariat Environment**

The results of the analysis of testing the second hypothesis that work experience influences employee performance in the Konawe Islands District DPRD Secretariat environment were found to be positive and significant. This can be interpreted that the increase in employee performance is due to the better work experience of employees in the Konawe Islands District DPRD Secretariat environment.

Work experience is a basis or reference for an employee to be able to place himself in the right conditions, dare to take risks, be able to face challenges with full responsibility, and be able to communicate well with various parties to maintain productivity, performance and produce individuals who are competent in their fields. According to Marwansyah in Wariati (2015), work experience is the knowledge, skill, and ability possessed by employees to carry out responsibilities from previous jobs. According to Foster in Sartika (2015), indicators of work experience are the length of time/working period, level of knowledge and skills possessed, and mastery of work and equipment.

The results of the description of the variables indicate that the work experience variable has been well perceived by the respondents. This means that the respondent has rated good work experience in the DPRD Secretariat environment of the Konawe Islands Regency when it is perceived from the indicators of length of time/period of work, level of knowledge and skills possessed, and mastery of work and equipment.

Based on the respondents' answers to the three indicators of the work experience variable, the indicators of mastery of work and equipment are the indicators that are most rated low by employees, including in the good category. This means that the employee has mastered the existing job and has mastered the work equipment provided by the Konawe Islands Regency DPRD Secretariat. Furthermore, the indicator of the length of time/working period is considered good. This can be interpreted that the length of time/period of work is considered good by employees. This means that the length of time employees work in this office makes it easier to work and the experience they have helps employees reduce mistakes when carrying out work. Then indicators of the level of knowledge and skills possessed are considered good. This can be interpreted that the level of knowledge and skills possessed is considered good by employees. This means that employees have knowledge about the work given and have skills about the work given by the Secretariat of the DPRD Konawe Islands Regency.

Work experience can affect performance. According to Mangkunegara (2002) in Pasolong (2010) performance is the result of work in quality and quantity achieved by someone in carrying out their functions under the responsibilities given to them. Government Regulation of the Republic of Indonesia Number 30 of 2019 concerning Civil Servant Performance Evaluation and Regulation of the Minister of Administrative and



Bureaucratic Reform or Permenpan RB Number 8 of 2021 concerning the PNS (Civil Servant) Performance Management System. The indicators in this study are quality, quantity, time, cost, service orientation, commitment, work initiative, cooperation, and leadership.

The results of the variable description indicate that the employee performance variable felt by employees in the Konawe Islands Regency DPRD Secretariat environment is in a good category, this shows that the performance possessed by employees in the Konawe Islands Regency DPRD Secretariat environment is good in terms of quality, quantity, time, cost, service orientation, commitment, work initiative, cooperation, and leadership.

Variable employee performance as measured through service orientation indicators in the good category means that service orientation is measured by employees always communicating with colleagues in carrying out work to provide the best service to the community and always providing good service to the community. Furthermore, the time indicator in the good category means that the time measured is from employees always finishing the job on time and finishing the job faster than the allotted time.

Cost indicators in the good category mean that costs are measured from employees always prioritize work compared to the costs incurred in carrying out the work and the salary provided is sufficient for daily living expenses. Furthermore, the commitment indicator in the good category means that commitment is measured by employees providing services to employees in general without discriminating against rank and class and prioritizing excellent service wherever the placement is given.

Quality indicators in the good category mean that the quality measured is from employees who have accuracy in work so that the error rate is low and always carry out work according to established procedures. Furthermore, the quantity indicator in the good category means that the quantity measured is from employees who feel the amount of routine works completed is based on targets and always work with target orientation in achieving work.

The work initiative indicator in the good category means that work initiative is measured by employees allowed to take the initiative to complete the work and able to provide creative ideas for the progress of the Konawe Islands Regency DPRD Secretariat. Furthermore, the collaboration indicator in the good category means that cooperation is measured by employees always prioritizing cooperation with colleagues to complete work and expressing opinions in a language that is straightforward to understand based on agreed rules. Then the leadership indicator in the category means that leadership is measured by employees able to place themselves wherever they are under the norms and rules that apply in the area and set a good example in carrying out their duties and give awards to those who excel.

The results of this study are in line with research by Gede Agus Setiawan (2022) shows that work experience has a very significant effect partially on employee performance. In addition, this is in line with the results of research conducted by Ni Made Septiantara, Nengah Landra, and Ary Wira Andika (2022) showed that work experience has a positive and significant effect on employee performance at PT. Mitra Timur Medika Gianyar.

In contrast, the results of research conducted by Deden Guswanto, et al (2022) show that work experience does not have a partial positive effect on employee performance.

### **The Influence of Motivation on Employee Performance in the Konawe Islands District DPRD Secretariat Environment**

The test results in this study prove that motivation has a positive and significant effect on employee performance. The results of this study can be concluded that motivation influences the increase in employee performance. This means that the better the motivation, the performance of employees in the Konawe Islands Regency DPRD Secretariat environment will increase.

According to Robbert Heller in Wibowo (2014: p.121), work motivation is the desire to act. Everyone can be motivated by several different strengths. Work motivation is the result of a collection of internal and external forces that cause workers to choose the appropriate course of action and use certain behaviors. Work motivation is generally related to goals, while organizational goals cover behavior related to work (Robbins and

Judge in Wibowo (2014: p.121). According to Sunyoto (2015: 7), "measurement of work motivation, namely: the need for achievement, need for affiliation and need for power.

The results of the description of the variables indicate that the motivational variable has been well perceived. This means that respondents have assessed good motivation in the DPRD Secretariat environment of the Konawe Islands Regency when it is perceived from the indicators of the need for achievement, the need for affiliation, and the need for power.

Based on the respondents' answers to the three indicators of the motivational variable, the indicator for the need for power is the indicator that is most rated low by employees, including in the good category. This can be interpreted that the need for power is considered good by employees. This means that employees are actively working because of the opportunity given by the office to occupy certain positions and dare to convey directly to people who state something they do not agree with. Furthermore, indicators of achievement needs are considered good. This means that employees get the opportunity to develop skills and enjoy the satisfaction of completing difficult tasks. Then the indicator of the need for affiliation is considered good. This can be interpreted that the need for affiliation is considered good by employees.

Motivation influences employee performance. According to Mangkunegara (2002) in Pasolong (2010) performance is the result of work in quality and quantity achieved by someone in carrying out their functions under the responsibilities given to them. Government Regulation of the Republic of Indonesia Number 30 of 2019 concerning Civil Servant Performance Evaluation and Regulation of the Minister of Administrative and Bureaucratic Reform or Permenpan RB Number 8 of 2021 concerning the PNS (Civil Servant) Performance Management System. The indicators in this study are quality, quantity, time, cost, service orientation, commitment, work initiative, cooperation, and leadership.

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Quality indicators in the good category mean that the quality measured is from employees who have accuracy in work so that the error rate is low and always carry out work according to established procedures. Furthermore, the quantity indicator in the good category means that the quantity measured is from employees who feel the amount of routine work completed is based on targets and always works with target orientation in achieving work.

The work initiative indicator in the good category means that work initiative is measured by employees allowed to take the initiative to complete the work and able to provide creative ideas for the progress of the Konawe Islands Regency DPRD Secretariat. Furthermore, the collaboration indicator in the good category means the cooperation is measured by employees always prioritizing cooperation with colleagues to complete work and expressing opinions in a language that is straightforward to understand based on agreed rules. Then the leadership indicator in the category means that leadership is measured by employees able to place themselves wherever they are under the norms and rules that apply to the area and set a good example in carrying out their duties and give awards to those who excel.

The results of this study support the results of research by Deden Guswanto, et al (2022) suggested that there is a link between work motivation and performance. In his research, it was revealed that motivation has a partially positive effect on employee performance. This is in line with research conducted by Gede Agus Setiawan (2022) shows that motivation has a very significant effect partially on employee performance. In addition, this is in line with the results of research conducted by Ni Made Septiantara, Nengah Landra, and Ary Wira Andika (2022) showed that motivation has a positive and significant effect on employee performance at PT. Mitra Timur Medika Gianyar.

The research conducted by Mona and Ignatius Soni Kurniawan (2022) shows that work motivation has no significant effect on employee performance.

## **RESEARCH LIMITATIONS**

The results of this study have provided several findings, but there are still some things that need to be studied further. This condition is strongly influenced by several things which indirectly become limitations of the research, namely:

1. This study does not consider other variables that might affect employee performance, only assuming variables like work experience and motivation that have potential possibilities related to employee performance have not been included in this study.
2. This study only uses data from the results of the questionnaire. Measuring data using a questionnaire has several weaknesses, including the respondent being unable to provide further information because the answers are limited to the things that are asked. In addition, respondents may answer statements that are not under the actual situation.

## **CONCLUSIONS AND SUGGESTIONS**

### **Conclusion**

Based on the results of data analysis, proof of hypotheses, and discussion of research results, it can be concluded that:

1. Work experience and motivation have a positive and significant effect on employee performance. This means that any change in increasing the indicators of work experience and motivation variables can improve employee performance. The better application of work experience and motivation can improve employee performance in the Konawe Islands Regency DPRD Secretariat environment.
2. Work experience has a positive and significant effect on employee performance. This means that any change in the increase in work experience variable indicators can improve employee performance. The better application of work experience can improve employee performance in the Konawe Islands District DPRD Secretariat environment.
3. Motivation positive and significant effect on employee performance. This means that any change in the increase in motivation variable indicators can improve employee performance. The better application of motivation can improve employee performance in the Konawe Islands Regency DPRD Secretariat environment.

### **Suggestion**

Based on the results of data analysis, proof of hypotheses, and discussion of research results, it can be concluded that:

1. Work experience and motivation have a positive and significant effect on employee performance. This means that any change in increasing the indicators of work experience and motivation variables can improve employee performance. The better application of work experience and motivation can improve employee performance in the Konawe Islands Regency DPRD Secretariat environment.
2. Work experience has a positive and significant effect on employee performance. This means that any change in the increase in work experience variable indicators can improve employee performance. The better application of work experience can improve employee performance in the Konawe Islands District DPRD Secretariat environment.

3. Motivation positive and significant effect on employee performance. This means that any change in the increase in motivation variable indicators can improve employee performance. The better application of motivation can improve employee performance in the Konawe Islands Regency DPRD Secretariat environment.

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