



THE EFFECT OF INCENTIVES, WORK ABILITY, CAREER DEVELOPMENT AND POSITION PROMOTION ON WORK MOTIVATION OF KAMPAI HEALTH CENTER EMPLOYEES TABU KARAMBIA, SOLOK CITY

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Abstract

This study aims to determine the effect of incentives, work ability, job promotion, and career development on employee work motivation. This research is motivated by incentives that are felt to be less supportive in carrying out work, acceptance of perceived work ability is still low, awareness of attendance at work is still low, obedience to rules and ethical behavior is still being violated, and employee motivation is still unstable and tends to be low in employees of the Kampai Tabu Karambia Health Center, Solok City.

This type of research uses a quantitative approach with multiple linear regression method. Data collection techniques with questionnaires, observations and interviews. The respondents of this study were 70 people Employees of the Kampai Tabu Karambia Health Center, Solok City. The sampling method uses the total sampling method where the entire population in this study was used as the research sample.

From the results of this study it was found that partially incentives have a significant effect on employee work motivation, work ability has a significant effect on employee work motivation, job promotions have a significant effect on employee work motivation, career development has a significant effect on employee work motivation, and incentives, work ability, job promotion and career development together has a significant effect on employee work motivation at the Kampai Tabu Karambia Health Center, Solok City

Keywords: incentives, work ability, promotion, career development, work motivation

Introduction

Work motivation is one of the success factors in achieving organizational goals. Why is it called that because, whether or not an organization's goals are achieved are employees who have good work motivation. Organizations must maintain and continue to motivate their employees to have positive work motivation. Because if employees already feel demotivated or have no motivation at work, it is difficult for the organization to achieve its goals. If employees already feel demotivated, it will have an impact on other employees, thereby disrupting the continuity of the organization.

According to Danim (2004:15) motivation is any force that arises from within the individual to achieve certain goals or benefits in the world of work or in the courts of life in general. Motivation in principle is a strong driving force in bringing someone to implement management policies which are usually manifested in the form of enthusiastic behavior, goal-oriented, and having clear work targets. Motivation is a complex problem in organizations, because the needs and desires of each member of the organization are different.

The Kampai Tabu Karambia Community Health Center (Puskesmas) in Solok City is one of the agencies in charge of public health services. The main task of this Puskesmas is to implement health policies to achieve health development goals in their working areas in order to support the realization of a healthy sub-district. This agency also has the function of a) Carrying out planning based on analysis of public health problems and analysis of the needs of services required, b) Carrying out advocacy and socialization of health policies and c) Implementing communication, information, education and community empowerment in the health sector. To achieve these main tasks, it requires maximum performance from KTK employees

To carry out these tasks and functions, high work motivation is needed by employees of the Kampai Tabu Karambia Health Center, Solok City. With high work motivation, these tasks and functions can be carried out properly so that the achievement of the organization's vision and mission can be carried out easily.

Table 1
Initial Survey Results of Employee Work Motivation
Kampai Tabu Karambia Health Center, Solok City

No	Statement	Agree	Don't agree	Total
1	Salary given according to what I do	45%	55%	100%
2	The agency gives bonuses to motivate myself	35%	65%	100%
3	There are awards given by the agency	30%	70%	100%
4	In my opinion, organizations always provide opportunities to improve work performance	25%	75%	100%
5	In my opinion, this institution always provides opportunities for creativity	35%	65%	100%

Source: Preliminary Survey, (data processed by the author, 2021).

To see if the employees of the Kampai Tabu Karambia Health Center in Solok City have high work motivation in their daily work, the authors conducted initial interviews with 20 employees of the Kampai Tabu Karambia Health Center in Solok City as shown in Table 1.1. Based on the initial interview, it can be seen that many employees answered the statement that they did not agree. This means that employees do not have high work motivation in the implementation of daily work tasks and functions. For example, in statement 1, the salary given is in accordance with what I do, answered by the employee who does not agree as much as 55%. In statement 3, there is an award given by the agency, it can be seen that 70% of employees answered disagree. Likewise with the last statement 5,

There are several factors causing the high and low work motivation of employees. Based on some existing literature, these factors are incentives, work ability, career development and promotion.

From the surveys that have been conducted and various studies of research results, there are problems that can be researched relating to problems of career development, job promotion and work conflict on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City. Based on the background of the problem above, the researcher conducted a study entitled "The Influence of Incentives, Work Ability, Career Development and Position Promotion on Work Motivation of Kampai Tabu Karambia Health Center Employees, Solok City".

Research methods

The population in this study is allThere are 70 employees of the Kampai Tabu Karambia Health Center in Solok City.The research sample is a limited number and part of the selected and representative population of the population (A. Muri, 2015). Meanwhile, according to Sugiyono (2017) the sample is part of the number and characteristics possessed by the population and what is learned from the sample, the conclusions will be applicable to the population. However, because the sample used is the entire population, the sample in this study is the same as the population, namely

the entire population employees of the Kampai Tabu Karambia Health Center, Solok City, totaling 70 people.

The technique for taking this sample uses a total sampling technique (whole sample), *total sampling* is a sampling technique where the number of samples is the same as the population (Sugiyono, 2007). The reason for taking total sampling is because according to Sugiyono (2007) the total population is less than 100 and the entire population is used as a research sample.

Hypothesis testing in this study used multiple regression analysis. Multiple regression analysis aims to determine the causal relationship between the influencing variables and the affected variables. With multiple regression equation model as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + b_4 X_4 + e \dots \dots \dots (1)$$

Where:

- Y = Performance
- a = Intercept Constant
- X1 = Incentive
- X2 = workability
- X3 = Career development
- X4 = Job promotion
- b1 ... b4 = Regression Coefficient
- e = Error Term

Research result

Classic assumption test

Normality test

The normality test aims to test whether in the regression model, the confounding or residual variables have a normal distribution. It is known that the t test and F test assume that the residual value follows a normal distribution (Hair, 2006).

To detect the normality test in this study using the Kolmogorov-Smirnov test. The basis for making decisions from this normality test is to look at the Asymp probability. Sig (2-tailed). If the probability Asymp. Sig (2-tailed) > =0.05, then the residual data is normally distributed. In the following, the results of the normality test using the One Sample Kolmogorov Smirnov Test are presented.

Table 2
Normality Test Results

No.	Variable	asymp. Sig	Limit Value	Information
1	<i>Standardized Residual</i>	0.412	0.05	Normal

Source: Primary Data, IBM SPSS Ver. 24.0, 2022. Annex 6.

In table 2 it can be seen where the standardized residual variable has a significant value of 0.412 which is greater than 0.05. Thus it can be concluded that the confounding variable (residual) in each variable is normally distributed.

Heteroscedasticity Test

Heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another observation. A good regression model is one with homoscedasticity or no heteroscedasticity. To detect the presence or absence of heteroscedasticity, the Glejser test can be used. The Glejser test is carried out by regressing the independent variable to the unstandardized residual value. If the significant value is greater than 0.05, it means that there are no symptoms of heteroscedasticity.

From table 3 it can be seen that the significant value of the variables has a significant value greater than 0.05, so it can be concluded that the regression model is good or free of heteroscedasticity.

Table 3
Heteroscedasticity Test Results

No.	Variable	Residual Absolute (RES_ABS)	
		Significant	Information
1	Incentive	0.228	Heteroscedasticity Free
2	Work ability	0.979	Heteroscedasticity Free
3	Job promotion	0.055	Heteroscedasticity Free
4	Career development	0.835	Heteroscedasticity Free

Source: Primary Data, IBM SPSS Ver. 24.0, 2022. Annex 6.

Multicollinearity Test

The multicollinearity test aims to test whether the independent variables influence each other in the regression model. How to determine the presence or absence of multicollinearity in the regression model can be done by looking at the tolerance and variance inflation factor (VIF) values. If the tolerance value is < 0.10 or the VIF value is > 10 then there is multicollinearity, if the tolerance value is > 0.10 or the VIF value is < 10 then there is no multicollinearity. The results of this multicollinearity test are seen as follows:

Table 4
Multicollinearity Test Results

No.	Independent variable	Tolerance	VIF	Information
1	Incentive	0.484	2,067	Multicollinearity Free
2	Work ability	0.406	2,463	Multicollinearity Free
3	Job promotion	0.405	2,472	Multicollinearity Free
4	Career development	0.487	2,053	Multicollinearity Free

Source: Primary Data, IBM SPSS Ver. 24.0, 2022. Annex 6.

From table 4 it can be concluded that the independent variables, namely incentives, work ability, promotion and career development are declared free from multicollinearity because the four independent variables have a tolerance value greater than 0.10 and VIF less than 10. the regression model is free from multicollinearity.

Multiple Linear Regression Analysis

This analysis is used to determine the magnitude of the effect of the independent variables on the dependent variable. The magnitude of the influence of independent variables with the dependent variable can be calculated through a multiple regression equation. Based on computer calculations using the IBM SPSS for Windows Version 24.0 program.

The following is a recap table for the results of the regression coefficient value, tcount, significance value, Fcount value, and R Square (R²) value. The results can be seen in the following table:

Table 5
Recap of Multiple Linear Regression Analysis Test Results

Variable	coef. Regression	t count	Sig.
constant	34,563		
Incentive	.215	4.117	.000
Work ability	.277	3.534	.012
Job promotion	.553	5,995	.000
Career development	.345	4.427	.000
F count = 8,632	Sig.0.000		
R2= 0.373			

Source: Primary Data, Processed with IBM SPSS 24.0 2019. Appendix 7.

From table 5, the form of the regression equation model for the effect of incentives, work ability, job promotion and career development on work motivation of employees of the Kampai Tabu Karambia Health Center in Solok City is as follows:

$$Y = 34.563 + 0.215 X1 + 0.277 X2 + 0.553 X3 + 0.345 X4$$

Explanation of the above equation:

- = 34,563; it means that without the influence of incentives, work ability, job promotion, and career development, work motivation already exists at 34.563%.
- b1 = 0.215; means that there is an influence positive between the incentive variable (X1) on work motivation (Y). This shows that the higher (good) or increased incentives, the higher work motivation. The value of the incentive regression coefficient is 0.215, meaning that for every increase of one unit of incentive, work motivation increases by 21.5%.
- b2 = 0.277; it means that there is a negative influence between the work ability variable (X2) on work motivation (Y). This shows that the increase or increase in work ability, it will reduce work motivation. The value of the work ability regression coefficient is 0.277, meaning that for every one unit increase in work ability, work motivation increases by 27.7%.
- b3 = 0.553; means that there is an influence positive between the variables of job promotion (X3) on work motivation (Y). This shows that the higher or higher the promotion, it will increase work motivation. The regression coefficient value of job promotion is 0.553, meaning that for every increase in one unit of promotion, work motivation increases by 55.3%.
- b4 = 0.345; means that there is an influence positive between career development variables (X4) on work motivation (Y). This shows that the higher or higher career development, it will increase work motivation. The career development regression coefficient value is 0.345, meaning that for every increase in one unit of career development, work motivation increases by 34.5%.

Statistic test

t test (partial)

This (partial) t-test is intended to determine the partial (individual) effect of incentives, work ability, job promotion and career development on work motivation. From table 5, it can also be done partially test (t test) each causal variable (independent) on the effect variable (bound) as follows:

1. Influence of Incentives (X1) on Work Motivation (Y)
The results of the analysis of the effect of the incentive variable (X1) on the work motivation variable (Y) obtained the value of tcount = 4.473 (df = 70-2 = 68; ttable = 2.0024); (tcount > ttable), with a significant level of 0.000 < 0.05, as a result, hypothesis one (H1) is accepted. The results of the analysis show that partially there is a significant influence between the incentive variables on the work motivation of the employees of the Kampai Tabu Karambia Health Center, Solok City.
2. Effect of work ability (X2) on work motivation (Y)
The results of the analysis of the effect of the work ability variable (X2) on the work motivation variable (Y) obtained the value of tcount = -3.360 (df = 70-2 = 68; ttable = 2.0024); (-tcount < -ttable), with a significant level of 0.012 < 0.05, as a result the second hypothesis (H2) is accepted.

The results of the analysis show that partially there is a significant influence between the work ability variables on the work motivation of the employees of the Kampai Tabu Karambia Health Center, Solok City.

3. The Effect of Job Promotion (X3) on Work Motivation (Y)

The results of the analysis of the effect of the variable promotion (X3) on the performance variable (Y) obtained the value of $t_{count} = 3.321$ ($df = 70 - 2 = 68$; $t_{table} = 2.0024$); ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, as a result the third hypothesis (H3) is accepted. The results of the analysis show that partially there is a significant influence between the variables of job promotion on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.

4. The Effect of Career Development (X4) on Work Motivation (Y)

The results of the analysis of the influence of career development variables (X4) on performance variables (Y) obtained the value of $t_{count} = 2,376$ ($df = 70 - 2 = 68$; $t_{table} = 2.0024$); ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, as a result, hypothesis four (H4) is accepted. The results of the analysis show that partially there is a significant influence between career development variables on work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.

The summary results of testing the first, second, third and fourth hypotheses can be shown in table 6 below:

Table 6
Summary of Partial Hypothesis Testing Results

Hypothesis	Statement	Test results
H1	Incentives have a significant effect on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.	Accepted
H2	Work ability has a significant effect on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.	Accepted
H3	Job promotion has a significant effect on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.	Accepted
H4	Career development has a significant effect on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.	Accepted

Source: Primary Data, Processed by the Author in 2022.

F test (simultaneous)

The F test (feasibility of the model) is intended to determine the effect of the independent variables simultaneously (together) on the dependent variable. From table 4.13, it can also be done simultaneously test (F test) of the independent variables together on the dependent variable.

The results of the analysis of the effect of incentives (X1), work ability (X2), job promotion (X3) and career development (X4) simultaneously (together) on performance (Y), obtained an F_{count} value of 8.632 with a significance probability of $0.000 < 0, 05$. With $df_1 = (k-1) = 3$, $df_2 = 70 - 4 = 66$, $F_{table} 2.53$, then $F_{count} > F_{table}$ or $8.632 > 2.53$, consequently the hypothesis is accepted. The results of the analysis show that simultaneously (together) there is a significant influence between the variables of incentives, work ability, job promotion and career development on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.

The summary results of testing the fifth hypothesis can be shown in table 7 below:

Table 7
Summary of Simultaneous Hypothesis Testing Results

Hypothesis	Statement	Test results
H5	Incentives, work ability, job promotion and career development together have a significant effect on work	Accepted

motivation of employees at the Kampai Tabu Karambia
Health Center, Solok City.

Source:Primary Data, Processed by the Author in 2022.

Coefficient of Determination Test (R²)

Analysis of the coefficient of determination for incentives, employability, promotion and career development on work motivation is carried out using the IBM SPSS for Windows Version 24.0 program with the SPSS output form as stated below:

Table 8
R Square result
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.611a	.373	.311	2.26374

Source:Primary Data, Processed with IBM SPSS 24.0 2019. Appendix 7.

Based on the results of the calculation of the regression estimation, the adjusted coefficient of determination or R Square is 0.373, meaning that 37.3% of the variation of all independent variables (incentives, work ability, promotion and career development) can explain the dependent variable (work motivation), while the remaining 62.7% is explained by other variables not examined in this study.

Due to the value of R² away from 0 (zero), then the contribution (influence) of the independent variable (incentives, work ability, promotion and career development) simultaneously on the dependent (work motivation) is large (strong).

Discussion

The Effect of Incentives on Work Motivation

The first objective of this study is to determine the effect of incentives on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City. The results of statistical analysis using multiple linear regression show that the first hypothesis is accepted. The results of the analysis of the effect of the incentive variable (X₁) on the work motivation variable (Y) obtained the value of tcount = 4.117 (df = 70-2 = 68; ttable = 2.0024); (tcount > ttable), with a significant level of 0.000 < 0.05, as a result the null hypothesis (H₀) is rejected and the alternative hypothesis (H_a) is accepted. The results of the analysis show that partially there is a significant influence between the incentive variables on the work motivation of the employees of the Kampai Tabu Karambia Health Center, Solok City.

The results of this study indicate that incentives have a significant effect on work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City. Thus, it can be concluded that the work motivation of the employees of the Kampai Tabu Karambia Health Center in Solok City is determined by incentives.

According to Mangkunegara (2014: 89), incentives are rewards based on High work performance is a sense of acknowledgment from the organization on employee work performance and contributions to the organization. According to Martoyo (2000: 135-136), incentives are additional wages (bonuses) due to excess achievements that distinguish them from others, which are intended to increase productivity, employees and pay attention to employees who are

achievers to remain in the organization. According to Panggabean (2004:88), incentives are compensation that links salary with productivity, incentives are rewards in the form of money based on those who can work through the standards they have set.

The results of this study are in line with those presented by Helmy Adi Saksana., (2017) that incentive positive and significant effect on work motivation. The same thing was also conveyed by Iha Haryani Hatta, Widarto Rachbini. (2015) that there is a significant incentive effect on work motivation. And the results of research from Mangasa Panjaitan (2015) that incentives have a positive and significant effect on employee motivation. So it can be concluded that incentives will increase work motivation.

The Influence of Work Ability on Work Motivation

The second objective of this study is to determine the effect of work ability on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City. The results of statistical analysis using multiple linear regression indicate that the second hypothesis is accepted. The results of the analysis of the effect of the work ability variable (X2) on the work motivation variable (Y) obtained the value of $t_{count} = 3.534$ ($df = 70 - 4 = 66$; $t_{table} = 2.0024$); ($t_{count} > t_{table}$), with a significant level of $0.012 < 0.05$, as a result the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. The results of the analysis show that partially there is a significant influence between the work ability variables on work motivation at the Kampai Tabu Karambia Health Center, Solok City.

The results of this study indicate that work ability has a significant effect on work motivation at the Kampai Tabu Karambia Health Center, Solok City. Thus, it can be concluded that work motivation at the Kampai Tabu Karambia Health Center in Solok City is determined by work ability.

Abilities and skills play an important role in individual work behavior and motivation. According to Handoko (2011) ability is an inborn or learned trait that allows a person to complete his work, either mentally or physically. Even though employees in an organization are well motivated, not all of them have the ability to work well. Abilities and skills play a major role in individual work behavior and motivation. Skills are skills related to tasks that are owned and used by someone at the right time.

The results of this study are in line with the results of Akbar, Faisal's research (2018) that work ability has a positive and significant effect on employee work motivation. The same thing was said in the research Prabowo, B., Al Musadieg, M., & Ruhana, I. (2016) there is a significant effect of work ability on work motivation. As well as research results from Lisdiani, V., & Ngatno, N. (2017) revealed that work ability has a positive effect on work motivation. So it can be concluded that work ability will increase work motivation.

The Effect of Job Promotion on Work Motivation

The third objective of this study is to determine the effect of job promotion on work motivation at the Kampai Tabu Karambia Health Center, Solok City. The results of statistical analysis using multiple linear regression indicate that the third hypothesis is accepted. The results of the analysis of the effect of the promotion variable (X2) on the work motivation variable (Y) obtained the value of $t_{count} = 5.995$ ($df = 70 - 4 = 66$; $t_{table} = 2.0024$); ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, as a result the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. The results of the analysis show that partially there is a significant influence between the variables of job promotion on the work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.

The results of this study indicate that job promotion has a significant effect on work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City. Thus, it can be concluded that the work motivation of the Mentawai Islands Health Office is determined by promotion.

According to Fathoni (2006), promotion is a positive development of a worker or employee because his duties are considered good by authorized officials. Therefore, the assignment of higher responsibility and authority should be given to those who excel. Promotion of position is the improvement of a worker or employee in a field of duty that is better than before in terms of greater responsibility, achievement, facilities, higher status, demands for higher skills, and additional wages or salaries and other benefits.

The results of this study are supported by research Khotimah, K. (2015) that promotion has a significant effect on employee motivation. And the result of Natalina, EV (2018) Promotion has a positive and significant effect on employee work motivation. And in line with the results of research from Kurniawan, A., Yunus, M., & Majid, MSA (2018). that job promotion has an effect on employee work motivation. So it can be concluded that promotion will affect work motivation.

The Effect of Career Development on Work Motivation

The fourth objective of this study is to determine the effect of career development on work motivation at the Kampai Tabu Karambia Health Center, Solok City. The results of statistical analysis using multiple linear regression indicate that the fourth hypothesis is accepted. The results of the analysis of the influence of the career development variable (X2) on the work motivation variable (Y) obtained the value of $t_{count} = 4.427$ ($df = 70 - 4 = 66$; $t_{table} = 2.0024$); ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, as a result the null hypothesis (H_0) is rejected and the alternative hypothesis (H_a) is accepted. The results of the analysis show that partially there is a significant influence between career development variables on work motivation of employees of the Kampai Tabu Karambia Health Center, Solok City.

The results of this study indicate that career development has a significant effect on the work motivation of the Mentawai Islands Health Office. Thus, it can be concluded that the work motivation of the Mentawai Islands Health Office is determined by career development.

According to Rivai (2011: 274), that career development is the process of increasing individual work abilities that are achieved in order to achieve the desired career. Meanwhile, according to T. Hani Handoko (2013: 130), career development is an employee's personal efforts to achieve a career plan. These activities may or may not be supported by the personnel department, depending on the department. According to Anwar Prabu Mangkunegara which is translated from Fubrin J. Andrew (2013: 77) career development is a staffing activity that helps employees plan their future careers in the company so that the company and the employees concerned can develop themselves to the maximum.

The results of this study are supported by research observations from Kurniawan, A., Yunus, M., & Majid, MSA (2018). that career development has an effect on work motivation. Lisdiani, V., & Ngatno, N. (2017). that career development has a positive effect on employee motivation. And research results from Putri, WA, & Frianto, A. (2019) career development has a positive and significant effect on employee work motivation. So it can be concluded that career development will affect work motivation.

The Influence of Incentives, Employability, Job Promotion and Career Development on Work Motivation

The fifth objective of this study was to determine the effect of incentives, work ability, job promotion and career development on work motivation at the Kampai Tabu Karambia Health Center, Solok City..

Based on the research, the work motivation of the employees of the Kampai Tabu Karambia Health Center in Solok City is good, judging from the respondents' responses (TCR) of 85.26%, stating that work motivation is good. This means that the employees of the Kampai Tabu Karambia Health Center in Solok City are very serious in doing their work and trying to complete it on time.

Hypothesis testing, from the ANOVA test (Simultaneous Test / F Test) obtained the F_{count} value of 8.632 with a significance probability of $0.000 < 0.05$. With $df_1 = (k-1) = 3$, $df_2 = 70 - 4 = 66$, $F_{table} 2.74$, then $F_{count} > F_{table}$ or $8.632 > 2.53$, as a result H_0 is rejected and H_a is accepted. The results of the analysis show that simultaneously (together) there is a significant influence between the incentive variables, work ability, job promotion, career development on work motivation at the Kampai Tabu Karambia Health Center in Solok City. work, promotion, career development on work motivation At the Kampai Tabu Karambia Health Center, Solok City was accepted, therefore the fourth hypothesis (H_5) was accepted.

The results of this study are in line with the results of Akbar, Faisal's research (2018) that incentives, work ability, promotion and career development have a positive and significant effect on employee work motivation. The same thing was said in the research Prabowo, B., Al Musadieq, M., & Ruhana, I. (2016) tThere is a significant influence of incentives, work ability, promotion and career development on work motivation. As well as research results from Lisdiani, V., & Ngatno, N. (2017) revealed that incentives, work ability, promotion and career development have a positive effect on work motivation. So it can be concluded that work ability will increase work motivation.

So it can be concluded that the hypothesis of this study, namely incentives, work ability, promotion and career development simultaneously have a significant effect on work motivation at the Kampai Tabu Karambia Health Center, Solok City.

Conclusion

Based on the results of testing and discussing the hypotheses that have been described in previous chapters, several conclusions can be drawn as follows:

1. Incentives have a significant effect on the work motivation of employees of the Kampai Tabu Kerambil Health Center in Solok City.
2. Work ability has a significant effect on work motivation of employees of the Kampai Tabu Kerambil Health Center in Solok City.
3. Promotion has a significant effect on the work motivation of employees at the Kampai Tabu Kerambil Health Center in Solok City.
4. Career development has a significant effect on work motivation of employees of the Kampai Tabu Kerambil Health Center in Solok City.
5. Incentives, work ability, job promotion and career development together have a significant effect on the work motivation of employees of the Kampai Tabu Kerambil Health Center, Solok City.

Suggestion

Based on the findings and conclusions of the study. For this reason, the researchers put forward the following suggestions:

1. The researcher suggests to the Kampai Tabu Karambia Health Center in Solok City to increase the incentives needed by its employees, because this is very much needed in the work of the Kampai Tabu Karambia Health Center employees, Solok City.
2. The researcher suggests that employees of the Kampai Tabu Karambia Health Center in Solok City can suppress the work ability of employees by providing training, seminars, workshops, tutorials and others.
3. The researcher suggests to the employees of the Kampai Tabu Karambia Health Center, Solok City, to increase the promotions needed by employees. So that employees are more enthusiastic at work and increase work motivation.
4. The researcher suggests that employees of the Kampai Tabu Karambia Health Center in Solok City can further improve career development by paying attention to promotions and classes, appropriate positions and others.

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