

The Influence of Work Ability, Motivation, and Work Productivity on the Performance of Technical Skadron Personnel 024 Based of Indonesian Air Force Atang Sendjaja Bogor



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ABSTRACT: The purpose of this study was to analyze the effect of work ability, motivation and work productivity on the performance of the 024 Technical Squadron Atang Sendjaja Air Force Base, either simultaneously or partially. This research also wants to analyze which variables of work ability, motivation and work productivity have a dominant influence on the performance of 024 Technical Squadron personnel. This type of research is explanatory research. The study population was 93 personnel from the 024 Engineering Squadron Atang Sendjaja Air Force Base. Considering that the population was not too large, a census study was used, namely all non-commissioned officers from the 024 Engineering Squadron would become research respondents. The analytical method uses multiple linear regression and hypothesis testing. The results of the study show that work ability, motivation and work productivity on the performance of non-commissioned officers of the 024 Engineering Squadron both simultaneously and partially. Furthermore, this study identified that motivation has a dominant effect on the performance of the personnel of the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base.

KEYWORDS: Work Ability, Motivation, Work Productivity, and Performance

I. INTRODUCTION

The Indonesian Air Force is an integral part of the Indonesian National Armed Forces, which has the task of carrying out the duties of the Air Force in the field of defense, enforcing the law and maintaining security in the airspace of national jurisdiction in accordance with the provisions of national laws and international laws that have been ratified, carrying out the TNI's duties in development and development. the power of the air force and carry out the empowerment of the air defense area. The implementation of the above tasks is manifested in military operations of war (OMP) and military operations other than war (OMSP). (Savitri and Prabandari, 2020).

The Atang Sendjaja Air Force Base (ATS Air Base) is the Main Base (type A) which is in the ranks of the Indonesian Air Force Operations Command I (Koopsau I) located in the Bogor area, tasked with preparing and carrying out the operations of the air elements for which it is responsible. The success of these duties and responsibilities is greatly influenced by the level of readiness of the main weapon system (alutsista) of the air force, where the armaments that are the responsibility of the ATS Airbase are the SA-330 Puma, AS/NAS-332 Super Puma, and EC-725 AP helicopters. caracal. Helicopter readiness level, one of which is greatly influenced by its maintenance readiness, so that the reliability and safety of helicopters can always be maintained to carry out operations and exercises. Units in the ranks of the ATS air base on duty,

Skatek 024 is the implementing unit of the ATS air base which is tasked with organizing personnel training and maintenance of helicopter defense equipment to a moderate level and its components, and repairing components on a limited basis according to their authority. In carrying out maintenance tasks, in general the goal that must be achieved is that the helicopter can return to service (serviceable) normally, safely, and in accordance with the rules that have been set. (Fathuddin, 2022).

Skatek 024 personnel consist of officers, non-commissioned officers and privates. The personnel qualifications (officers, non-commissioned officers and enlisted men) consist of inspectors, air engineers (JMU), mechanics (aircraft engineering, sarban engineering, avionics, listmen), and supplies. Maintenance personnel (officers, non-commissioned officers and enlisted men) must have the ability to speak English because all maintenance books (manual books) are in English. Every year, Skatek 024 personnel take courses/education regarding aircraft maintenance systems such as at PTDI and Airbus France. Usually those who can follow

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are inspectors and JMU personnel who can speak English. For mechanics, usually those who are prepared to become JMU or inspectors. JMU and inspectors receive expertise allowances (Haryanto et al., 2018).

The success of the maintenance task at Skadron 024 is directly influenced by the ability of each personnel including inspectors, jmu, mechanics, and supplies to answer all problems that occur in aircraft maintenance, both scheduled and unscheduled maintenance and component replacement. To be able to become an inspector and JMU must go through inspector education and JMU education. To be able to take part in this education, a selection must be carried out including skills in aircraft maintenance, dedication in carrying out tasks, and health.

Facing this conceptual era, ATS air base cannot be separated from the element of Human Resources (HR). Human resources are the most important capital and assets of every operation and training activity, and are the one that most determines the success or failure of task implementation. ATS air base is required to always manage the human resources in it so that survival and progress can be achieved optimally (Wilson et al., 2021). The success of the ATS Lanud's tasks is influenced by the performance of the members, good performance is one of the targets that must be achieved in achieving high productivity.

Improving the performance of members of an organization requires proper management of human resources, so that the desired performance can be achieved as expected. According to Handoko (2011), factors that will affect member performance include: motivation, job satisfaction, work environment, compensation and/or salary system, economic aspects, technical aspects such as training, work ability, and behavior -other behavior. Therefore, human resource management policies, especially in efforts to improve the performance of members, must be based on an understanding of the factors that influence performance.

Member performance is basically an accumulation of factors of work motivation and work ability (Mangkunegara, 2007). Meanwhile, according to Sutrisno (2016: 104), indicators of work productivity include work ability and motivation. So that it can be said that work ability, motivation, and work productivity support each other in creating member performance, but the weakness of one of these factors can reduce member performance. Empirically, we often find a member with high work motivation in carrying out his work is not supported by high abilities, so that work productivity is not optimal, it will result in decreased performance, so that these factors are interconnected and mutually support each other to achieve high member performance. Besides that, With the right handling of resources makes the organization more dynamic and growing rapidly. Therefore, human resource management policies, especially in efforts to increase member performance, must be based on an understanding of the factors that influence performance, which will then be used as a basis for making human resource development policies. (Bariqi, 2018).

Improving member performance is not an easy job. Organizational management often has difficulty identifying the causes of low member performance. This is certainly understandable because there are many aspects that cause a decrease in member performance. The ability of the organization to identify all the problems that arise causing the performance of members to decrease is of course also limited, although some organizations use performance appraisal institutions to evaluate and provide solutions to problems faced by the organization. Regardless of all the strategies implemented by the organization in improving member performance. One of the simple and basic steps that must be considered by the organization is to identify and evaluate whether the needs of members have been fulfilled so far. This is very logical to question, because basically a person works, one of the main goals is to make ends meet. It is very unlikely that someone whose needs are not met will be able to work well, and it is very logical that someone whose needs are met can work quietly so that the member's performance will increase. These conditions must be considered by the organization in an effort to improve the performance of its members (Rukmini et al., 2022).

II. THEORETICAL BASIS

1. PERFORMANCE

A. Definition of Performance

According to Sinambela, et al (2018) employee performance is the ability of employees to do certain expertise. Sinambela (2018) performance refers to achieving employee goals for the tasks assigned to them. Sinambela (2018) that performance is defined as the result of an evaluation of the work carried out by individuals compared to the criteria that have been set together.

According to Mangkunegara (2017) The definition of performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out tasks that are in accordance with the responsibilities given to him. According to Mangkunegara (2016: 67) the term performance comes from the word job performance or actual performance (work achievement or actual achievement achieved by a person). The definition of performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him Mangkunegara (2016: 67). Performance is the result of a process that refers to and is measured over a certain period of time based on predetermined conditions or agreements (Edison, 2016: 190). According to Mangkunegara (2016:

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According to Priansa (2017) performance is the success rate of employees in completing their work. Employee performance is one of the success factors in determining the achievement of tasks for individuals which can lead to determining the organizational performance of Rivai and Basri in Sinambela's book (2017: 478). According to Edison (2016) performance is the result of a process that refers to and is measured over a certain period of time based on predetermined conditions or agreements. Utami and Waluyo, (2017) also argued that the term performance comes from the word job performance or actual performance (work achievement or actual achievement), namely the quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to Sutrisno (2016: 151) explains that, "performance is the result of work that has been achieved by a person from his work behavior in carrying out work activities. Performance itself refers to the level of achievement of tasks that make up an employee's work. According to Sutrisno (2016), performance is a person's success in carrying out tasks, According to Sapitri and Pancasila, (2022) Performance is important for an organization because an organization is formed to achieve a certain goal. Organizational work results are obtained from a series of activities carried out by the organization. Organizational activities can be in the form of managing organizational resources or the process of implementing work needed to achieve organizational goals. Torang (2016) says "Performance is the quantity and or quality of the work of individuals or groups within the organization in carrying out basic tasks and functions that are guided by norms, standard operating procedures, criteria and measures that have been set or that apply in the organization".

Based on the definition above, it can be concluded that performance is one of the factors in the success of achieving a task or the result of one's work in terms of quality and quantity of targets to be achieved or tasks to be carried out within a certain period of time both in quality and quantity.

B. Factors Affecting Performance

Sinambela (2018: 498) argues that basically performance is divided into two, as follows:

1. Individual (Employee)

Matters that affect individuals in achieving the performance that has been agreed upon by the company are as follows: a. Many of the employees have had bad experiences with performance management, b. No one likes to be criticized, c. Confusion in interpreting work assignments, d. Employees often don't understand what performance management is for and don't see it as something that is useful to them.

2. Company

a. The forms and procedures used by the organization do not make sense, they are just a pile of administrative work that has no purpose, b. Don't have time, c. Do not like to fight with employees, because employees will feel attacked and this never feels comfortable, d. It's hard to give feedback to employees.

According to Priansa, (2017) factors that can affect employee performance are as follows:

Individual abilities, including talents, interests, and personality factors. Skill level is a raw material possessed by a person in the form of knowledge, understanding, ability, intrapersonal skills, and technical skills. Thus it is possible for an employee to have good performance, if the employee's performance has a good skill level, the employee will also produce good results.

Efforts devoted, Efforts devoted to employees are when working, attendance, motivation. The level of effort is an illustration of the motivation shown by employees to complete the job well. Therefore, if the employee has the skill level to do the job he will not perform well with little effort. This relates to the difference between the level of skill and the level of effort, the level of skill is a reflection of the ability to do while the level of effort is a reflection of something done.

Organizational environment In the organizational environment, companies/agencies provide facilities for employees which include training and development, equipment, technology and management. Meanwhile, according to Sutrisno (2016: 151) suggests that there are two factors that influence performance, namely: 1. Individual factors, this includes effort, nature, all behaviors and activities deemed necessary by individuals to complete a job. 2. Environmental factors include physical conditions, equipment, time, materials. This factor does not directly affect individual factors.

From this statement, it is clear that to get a picture of a person's performance, a special assessment of abilities and motivation is needed. Among the several factors that affect a person's performance, it turns out that what can be intervened or treated through education and training is the capability factor that can be developed. The high or low performance of an employee is of course determined by the factors that influence him either directly or indirectly. Mangkunegara (2016) states that: "Factors that influence performance achievement are ability factors and motivation factors. Meanwhile, according to Mangkunegara (2016) it is formulated that the factors that can affect performance are:

$$\text{Human Performance} = \text{Ability} + \text{Motivation}$$

$$\text{Motivation} = \text{Attitude} + \text{Situation}$$

$$\text{Ability} = \text{Knowledge} + \text{Skill}$$

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C. Efforts to Improve Employee Performance

According to Priansa (2017) organizational goals can be achieved if the organization is supported by the work units contained therein. Efforts that can be made to improve data performance are carried out in ways as presented in table 1

Table 1. Employee Performance Improvement Efforts

No	Effort	Explanation
1	Giving Hope	In general, employees who have high performance expect various recognition from the company, both in terms of material, social, internal, and certain career paths in accordance with their abilities.
2	Development	Efforts to improve employee performance can also be designed in an employee development scheme that is in accordance with employee performance. Employees who produce high performance can be promoted according to the needs of the position.
3	Communication	Superiors are responsible for evaluating employee performance and accurately communicating the assessments being made.

2. Workability

A. Definition of Work Ability

An employee's ability consists of achievement ability and reality ability (knowledge skill). This means that an employee with an intelligence level (IQ) above average (110-120), has a sufficient level of education in the position and has the skills to carry out daily work, then the employee can more easily achieve the optimal performance expected. In this case, employees should be placed in jobs that match their expertise (the right man on the right job, the right man in the right place) (Mangkunegara, 2011:67). Furthermore, ability according to Gibson (2012: 54) is a trait that allows a person to complete tasks that are innate/learned. Ability is an individual's capacity to carry out various tasks in a particular job (Robbins and Judge, 2013).

Toha (2011) defines ability as the maturity of a person related to skills or knowledge obtained from the education/training process and from an experience. Meanwhile, Robbins (2011) describes work ability as a person's capacity to carry out various tasks in a particular job where a person's ability essentially consists of 2 (two) factors, namely physical ability and intellectual ability. So the ability here can be interpreted as a situation where employees or employees can complete tasks properly and correctly or in other words have competencies that come from education, experience, training and development so that they have a positive influence on their performance.

B. Capability Indicator

Robins and Judge (2013) stated that there are various abilities needed in an institution to run effectively. Various abilities that should be possessed as an effort to achieve effectiveness in work include:

1. Technical ability, confidence in the ability to apply special knowledge or expertise, including the ability to work in a group atmosphere/condition where agencies are free and feel safe in conveying problems.
2. Human ability, namely the ability to understand, communicate, motivate and support others.
3. Conceptual ability, namely the mental ability to analyze and diagnose situations, such as identifying existing problems, finding alternative solutions to fix problems, evaluating various solutions and choosing the best one, the ability to integrate new ideas with existing processes and innovate in work.

3. Motivation

A. Definition of Motivation

According to Handoko (2015) Motivation is an activity that causes and maintains human behavior. According to Winardi (2015) Motivation is something that causes, distributes, and supports human behavior, so that they want to work hard and enthusiastically achieve optimal results. Managers need to understand this psychological process if they are to be successful in coaching employees toward accomplishing organizational goals. Jufrizen and Sitorus, (2021) states motivation as a process that causes the intensity, direction and continuous effort of individuals towards achieving goals. Intensity shows how hard a person is trying. But high intensity is unlikely to lead to good performance results, unless the effort is made in a direction that benefits the organization. Because it must be considered the quality of effort and intensity. Motivation has a dimension of continuous effort.

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Motivation is a measure of how long a person can keep their efforts. Motivated individuals will carry out tasks long enough to achieve their goals.

Meanwhile, Wibowo (2016) argues that motivation is a series of processes that arouse, direct and maintain human behavior towards achieving goals. Arousing has to do with the drive or energy behind the action. Motivation is also concerned with the choices people make and the direction of their behavior. Meanwhile, the behavior of maintaining or maintaining how long people will continue to try to achieve goals. According to Hasibuan (2017) Motivation is the desire that exists in an individual that stimulates him to take actions.

According to Saleh and Utomo, (2018) Widodo motivation is the power that exists within a person, which encourages his behavior to take action. The magnitude of the power incentive in a person to perform a task or achieve a goal shows the extent to which the level of motivation is. Motivation according to Handoko (2011), motivation is "a state in a person's personality that encourages the individual's desire to carry out certain activities in order to achieve goals." Then according to Mangkunegara (2014) motivation is "a condition or energy that drives employees who are directed or directed to achieve the company's organizational goals". In addition, Serdamayanti (2014) suggests that motivation is "the desire that exists in an individual that stimulates him to take action." Further mentioned Serdamayanti (2014), motivation is "the willingness to expend a high level of effort towards organizational goals conditioned by the ability of that effort to meet individual needs." Then Sutrisno (2016) states that motivation is "something that gives rise to work motivation." From some of the meanings above, it can be concluded that motivation is an impulse that moves a person to participate in achieving the goals set by the company.

B. Work Motivation Indicator

According to Hasibuan (2017), that employee motivation is influenced by the need for achievement, the need for affiliation, the need for competence and the need for power. Then from the needs factor it is derived into indicators to determine the level of work motivation in employees, namely:

1. The need for achievement, namely a desire to overcome/beat a challenge, for progress, and growth.
2. The need for affiliation, namely the urge to make relationships with others.
3. The need for competence, namely the drive to do quality work.
4. The need for power, namely the urge to control a situation. In this case there is a tendency to take risks and destroy obstacles that occur.

4. Work Productivity

A. Definition of Work Productivity

According to Hartatik (2018), reveals that more simply, the meaning of "productivity is a mathematical comparison between the amount produced and the amount of each source used during production, and these sources can be in the form of land, raw materials and auxiliary materials, factories, machines, and tools, and labor." Productivity is defined as the relationship between tangible and physical results (goods or services) with actual income (Sinungan 2017). The definition of productivity according to experts is as follows: Sinungan (2017), defines "productivity as the ratio between the totality of expenses at a certain time to the totality of inputs during that period".

According to Marwansyah (2016) Work productivity can be interpreted as concrete results (products) produced by individuals or groups, especially in terms of quantity. According to Sutrisno (2016), "productivity is a measure of productive efficiency. A comparison between output and input results. According to Sutrisno (2016), stated that "productivity is a mental attitude that is always looking for improvements to what already exists. A belief that one can do a better job today than yesterday and tomorrow better than today. According to Yusuf (2016) work productivity is a measure that shows consideration between the inputs and outputs issued by the company and the role of the workforce owned by the union of time,

B. Factors Affecting Work Productivity

According to Yusuf (2016) productivity factors have a big role in determining a business. Factors that affect productivity include:

1. Knowledge, is the result of an educational process that is obtained formally or non-formally which contributes to a person in problem solving, creativity, including in carrying out or completing work so that an employee is expected to be able to do work productively.
2. Skills, this is operational technical ability and mastery regarding a particular field, skills are obtained through a process of learning and practicing. With the skills possessed by an employee, it is expected to be able to complete work productively.
3. Attitudes and behavior, this is very close relationship between habits or attitudes and behavior. If the employee's attitude is good, then this can guarantee good work behavior. Therefore, human behavior is determined by attitudes that have been embedded in employees so that they can support effective work.
4. Capability, this aspect is formed from a number of competencies possessed by an employee. knowledge and skills are among the forming factors of ability, thus if someone has high knowledge and skills it is expected that they will also have high abilities.

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III. RESEARCH METHODS

This research is a quantitative research. This type of research is causal comparative using three independent variables and one dependent variable. The results of the influence between the variables studied will be explained in more depth so that this type of research is explanatory / explanation. According to Sugiyono (2009) explanatory / explanatory research is research that aims to find out and explain the relationship between two or more variables, looking for the influence of causal relationships between independent variables (variables that influence) and dependent variables (variables that are influenced).

A. Research Variables

In this study there are independent variables and dependent variables. As for these variables:

Dependent Variable : Member Performance (Y)

Independent variable: Work Ability(X1)

Motivation (X2)

Work Productivity (X3)

B. Research Instruments

The instrument used in this study was a questionnaire, which was arranged in the form of a statement sentence. Respondents are kindly asked to fill in the list of statements with the answers provided by marking (v) in the box provided. Respondent's choice explained that when choosing:

1. Score 5 for SS answer choices (strongly agree)
2. Score 4 for answer choice S (agree)
3. Score 3 for answer choice N (neutral)
4. Score 2 for TS answer choices (disagree)
5. Score 1 for the STS answer choices (strongly disagree)

Table 2. Variables, Indicators and Statement Items

No.	Variable	Indicator	Question Items
1	Workability (X1)	1. Technical Capability	1. Personnel of the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base provide easy service in accessing community services 2. Personnel of Engineering Squadron 024 Atang Sendjaja Bogor Air Force Base are disciplined in carrying out working hours
		2. Human ability	1 The rapid response of personnel from the 024 Technical Squadron at the Atang Sendjaja Bogor Air Force Base in responding to complaints from the public 2. Willingness of 024 Technical Squadron personnel at the Atang Sendjaja Bogor Air Force Base in helping the community
		3. Conceptual Ability	1. Personnel of the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base provide guarantees that if an error occurs in the performance results it will be corrected 2. Personnel are honest, polite and friendly to everyone
2.	Motivation	1. Need for Achievement	1. I always strive for excellence in work 2. I want to always be creative by using the potential that I have
		2. The Need for Affiliation	1. I have a good relationship between superiors and subordinates so that mutual respect and respect are fostered. 2. I establish a harmonious relationship between personnel to foster cooperation.

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		3. Need for Competence	<p>1. Every personnel has the opportunity to attend training and training.</p> <p>2. Every personnel has the same opportunity for promotion.</p>
		4. The need for power	<p>1. I am ready to accept higher responsibilities</p> <p>2. I am able to use my potential for a higher task</p>
3.	Work Productivity (X3)	1. Knowledge	<p>1. Personnel have knowledge of the substance of a particular job</p> <p>2. Education of personnel obtained formally and non-formally which contributes to someone in solving problems</p>
		2. Skills	<p>1. The skills that members have are in accordance with the field of work</p> <p>2. The skills possessed by a personnel are expected to be able to complete work productively</p>
		3. Attitude	<p>1. If a personnel makes a mistake, he must be able to accept a reprimand from his superiors</p> <p>2. Attitudes that have been embedded in the personnel so that they can support effective work</p>
4.	Performance	1. Quality of Work	<p>1. Personnel are able to maximize their ability to work at Engineering Squadron 024 Atang Sendjaja Bogor Air Force Base</p> <p>2. Personnel are able to complete the work in accordance with work standards</p>
		2. Working Quantity	<p>1. Personnel are able to work in accordance with the procedures set by the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base</p> <p>2. Personnel are able to achieve the work targets given by the Engineering Squadron 024 Atang Sendjaja Bogor Air Force Base</p>
		3. Responsibility	<p>1. It is my responsibility to get the job done</p> <p>2. Personnel are responsible for trying to reduce errors in working at the 024 Engineering Squadron Atang Sendjaja Bogor Air Force Base</p>
		4. Cooperation	<p>1. Personnel have a good cooperative relationship with colleagues in the 024 Engineering Squadron Atang Sendjaja Bogor Air Force Base</p> <p>2. Communication between personnel and superiors from the 024th Engineering Squadron Atang Sendjaja Bogor Air Force Base has always been well established.</p>
		5. Initiative	<p>1. Personnel always work independently and automatically without supervision</p> <p>2. Without being ordered by personnel to help colleagues in completing work so that they can achieve the desired goals</p>

C. Validity Test

The instrument is said to be valid if the instrument is able to measure what is desired and can capture data from the variables that are written correctly. The level of instrument validity indicates the extent to which the collected data does not deviate from the

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description of what is intended (Arikunto, 2008). In this study, the validity test was carried out using the Pearson's product moment correlation approach, namely correlating the item scores of $\alpha = 0.05$ (5%), meaning that the questionnaire has high validity or validity, namely the questions in the questionnaire can measure its measurement function as desired by Ghozali (2007).

D. Reliability Test

The reliability test is used to test the extent to which the instrument can give relatively similar results and can be re-measured on the same subject. A good measuring tool does not vary in measurement, meaning that even if this tool is used many times it will give almost similar results (Arikunto, 2008). In this study, the reliability test was carried out using the Alpha Cronbach approach. The criterion is if Cronbach's Alpha value > 0.60 it is said that the questionnaire has high reliability Ghozali (2007).

IV. RESEARCH RESULTS AND DISCUSSION

A. Validity and Reliability of Research Instruments

To determine the level of understanding / validity of the respondents to the questionnaire items, a validity test was carried out. In addition, researchers also want to know the level of consistency of respondents' answers to what has been asked. To find out the consistency of the respondents in answering the questionnaire items, a reliability test was carried out. Below are the results of testing the validity and reliability using the SPSS 25.0 program, summarized in the following table:

1. Validity Test Results

The results of the validity test on the 15 statement items that measure the variables of work ability, motivation, work productivity and personnel performance are as follows:

Table 3. Validity Test Results

Variable	items	Correlation coefficient	r. Table	Sig.	Information
Workability (X1)	X1.1	.916**	0.233	.000	VALID
	X1.2	.916**	0.233	.000	VALID
	X1.3	.447**	0.233	.000	VALID
Motivation (X2)	X2.1	.923**	0.233	.000	VALID
	X2.2	.789**	0.233	.000	VALID
	X2.3	.703**	0.233	.000	VALID
	X2.4	.695**	0.233	.000	VALID
Work productivity(X3)	X3.1	.940**	0.233	.000	VALID
	X3.2	.940**	0.233	.000	VALID
	X3.3	.311**	0.233	.000	VALID
Performance (Y)	Y1.1	.533**	0.233	.000	VALID
	Y1.2	.438**	0.233	.000	VALID
	Y1.3	.510**	0.233	.000	VALID
	Y1.4	.775**	0.233	.000	VALID
	Y1.5	.775**	0.233	.000	VALID

Source: data processed in 2022

The test results above show that the r count value for 15 statement items obtains a value below the r table provisions (0.233) or a probability value (sig. 2-tailed) for 15 questionnaire items produces a probability value below 0.05. The comparison shows that the respondents understand the 15 items in the questionnaire submitted by the researcher. Thus all the questionnaire items in this study were declared valid.

2. Reliability Test Results

In addition to the validity test, each item of the research questionnaire/instrument for each variable is expected to be answered consistently/reliably. A variable is said to be reliable if the Cronbach's Alpha value obtained from the calculation results exceeds or is greater than the specified cut-off of 0.6

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Table 4. Reliability Test Results

Variable	Alpha Cronbach	R table	information
Workability (X1)	0.808	0.6	Reliable
Motivation (X2)	0.884	0.6	Reliable
Work productivity (X3)	0.816	0.6	Reliable
Personnel Performance (Y)	0.758	0.6	Reliable

Source: data processed in 2022

The test results above show that Cronbach's Alpha values for the four variables studied which represent the 15 research questionnaire items produce values that are still below the cut-off number (0.6). This comparison shows that the respondents were consistent in answering the 15 questionnaire items proposed by the researcher. Thus all the items in the questionnaire in this study were declared reliable.

B. Discussion of Research Results

1. Description of research variables

The work capability of the 024 Technical Squadron personnel at the Atang Sendjaja Bogor Air Force Base was measured by 3 indicators namely technical ability, human ability and conceptual ability. For indicators of technical ability, most respondents tended to strongly agree that the personnel of the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base provide service convenience in accessing community services. This shows that the personnel of Engineering Squadron 024 Atang Sendjaja Bogor Air Force Base have the ability to serve public complaints. As for the indicator of human ability, which is quick to respond, it is shown that the rapid response of personnel from the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base in responding to complaints from the public.

For indicators of conceptual ability, namely providing guarantees if an error occurs in the performance results, it is shown that most respondents tend to agree to choose the statement of the 024th Technical Squadron Personnel at the Atang Sendjaja Bogor Air Force Base, providing guarantees that if an error occurs in the performance results, it will be corrected. The results of the analysis of the description of work ability found that the work ability of the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base affects the performance of personnel, so the work ability of personnel is needed.

The motivation of 024 Technical Squadron personnel at the Atang Sendjaja Bogor Air Force Base is measured by 4 indicators namely the need for achievement, the need for affiliation, the need for competence and the need for power. For indicators of the need for achievement, namely trying to achieve excellence, it shows that I always try to achieve excellence at work.

For indicators of the need for affiliation, namely having a good relationship between superiors and subordinates, it is shown that I have a good relationship between superiors and subordinates so that mutual respect and respect are fostered. For indicators of the need for competence, namely the opportunity to take part in training and training, it is shown that every personnel has the opportunity to take part in training and training. An indicator of the need for power is that I am ready to accept higher responsibilities. The results of the analysis of the description of motivation found that motivation influenced the performance of the 024th Engineering Squadron Atang Sendjaja Bogor Air Force Base. The work productivity of the personnel of the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base is measured by 3 indicators namely knowledge, skills and attitudes.

For the indicator of knowledge, namely having knowledge, it is shown that most respondents tend to agree in choosing the statement that personnel have knowledge about the substance of a particular job. For skills indicators, namely having appropriate skills, it is shown that most respondents tend to agree in choosing the skills statement that members have in accordance with the field of work. For the attitude indicator, namely the attitude of being willing to accept a reprimand from a superior, it is shown that most respondents tend to agree to choose a statement. If a personnel makes a mistake, he must be able to accept a reprimand from a superior.

The results of the analysis of the description of work productivity found that the work productivity of the personnel of the 024 Engineering Squadron Atang Sendjaja Bogor Air Force Base affects the performance of personnel to be more active in their duties. The performance of the personnel of the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base is measured by 5 indicators namely quality of work, quantity of work, responsibility, cooperation and initiative. As for the indicators of work quality, namely being able to maximize their ability to work, it was shown that most respondents tended to agree that personnel were able to maximize their ability to work at the 024th Engineering Squadron Atang Sendjaja Bogor Air Force Base.

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For the quantity of work indicators, namely being able to work according to procedures, it was shown that most respondents tended to agree to choose the statement that personnel were able to work according to the procedures set by the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base. For the indicator of responsibility, namely that it has become my responsibility to complete the work, it is shown that most respondents tend to agree that it is my responsibility to complete the work. For cooperation indicators, namely having a good cooperative relationship with co-workers, it is shown that most respondents tend to agree to choose the statement that personnel have a good cooperative relationship with co-workers at the 024 Engineering Squadron, Atang Sendjaja TNI AU Base, Bogor.

2. The relationship between research variables

The performance of personnel at the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base is measured on the quality of work, quantity of work, responsibility, cooperation and initiative. The results of the analysis of the description of the performance found that the performance of the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base was able to complete the job on time in accordance with the targets and conditions that were imposed. Thoah (2011) defines ability as the maturity of a person related to skills or knowledge obtained from the education/training process and from an experience. According to the respondent's perception, it was found that the work ability of personnel can affect performance. The results of the analysis of the description of work ability found that the work ability of the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base affects the performance of personnel, so it is necessary to complete work ability with other fellow personnel. The results of the study are similar to the research of Mega Sukma Manggarsari (2015), Title Effects of Work Attitude, Work Motivation and Organizational Commitment on Employee Performance in Pandaan Cooperatives and Small Enterprises, Pasuruan. The results of the study Organizational Commitment have a positive and significant effect on employee performance. Pasuruan. The results of the study Organizational Commitment have a positive and significant effect on employee performance. Pasuruan. The results of the study Organizational Commitment have a positive and significant effect on employee performance.

According to Jufrizen and Sitorus, (2021) motivation is the power that exists within a person, which drives his behavior to take action. The magnitude of the power incentive in a person to perform a task or achieve a goal shows the extent to which the level of motivation. According to Susie, (2016) The results of the study show that work ability and motivation have a positive and significant effect on employee performance at the South Sulawesi Provincial Education Office in Makassar City. The results of the analysis of the description of motivation found that the motivation of the personnel of the 024 Engineering Squadron Atang Sendjaja Bogor Air Force Base affects the performance of personnel so that they are not disturbed while on duty. According to Marwansyah (2016) Work productivity can be interpreted as concrete results (products) produced by individuals or groups, especially in terms of quantity. The results of the analysis of the description of work productivity found that the work productivity of the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base affects the performance of personnel to be the most productive at work.

From the results of research that work productivity is very influential on the performance of personnel. As the work productivity of personnel increases, it can produce very good performance. Some explanations about the results of this study compared with the results of previous studies can be concluded that personnel who have roles and functions to carry out service work, especially services to the community, require quality, quantity, responsibility and initiative of personnel on duty. If all are fulfilled then the opportunity to achieve good performance is realized.

V. CONCLUSIONS

This study explains the influence of work ability, motivation and work productivity on the performance of personnel of the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base, where the results of research conclusions based on the objectives of the problem are presented below:

1. The ability to work obtained a good perception by the personnel of the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base, responded positively by respondents. Motivation of personnel needs for achievement found that trying to achieve excellence in work can lead to motivation Work productivity of personnel can be found that knowledge, skills and attitudes can improve personnel performance. The performance of the 024 Technical Squadron personnel at the Atang Sendjaja Bogor Air Force Base found that the quality of work and the quantity of work were able to complete the work on time in accordance with the rules and regulations in force.
2. The results of the study show that work ability, motivation, and work productivity affect the performance of 024 Technical Squadron Atang Sendjaja Bogor Air Force Base. Work ability, motivation and work productivity in responding quickly to instructions have a positive impact on personnel performance to complete work on time.

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3. Personnel work ability is the most dominant measured symptom and has the most influence on personnel performance. Thus the increase in the performance of personnel in the personnel of the 024 Technical Squadron Atang Sendjaja Bogor Air Force Base is greatly influenced by the quality of work, the quantity of work and work productivity.

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