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The Influence of Motivation and Ability on the Work Performance of Personnel at the Aceh Tengah Police Station (Polres), Aceh Regional Police (Polda Aceh)

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Abstract. *This study aims to determine and analyze the influence of compensation, motivation, and ability on work performance, both partially and simultaneously, at the Central Aceh Police Office, Aceh Regional Police. The research method is quantitative data analysis, using Population, Sample, and Sampling Techniques. The results show that the compensation variable partially has a significant effect on employee work performance at the Central Aceh Police Office, while the ability variable partially has a significant effect on employee work performance at the Central Aceh Police Office, Aceh Regional Police. Motivation and ability simultaneously have a significant effect on employee work performance at the Central Aceh Police Office, Aceh Regional Police.*

Keywords: *Ability; Compensation; Motivation; Performance; Work.*

1. Introduction

Human Resource (HR) planning can be carried out effectively and correctly if the planner understands what and how human resources are. Human resources are the capabilities possessed by every human being. Human resources (HR) consist of intellectual and physical abilities. Specifically, each person's abilities are determined by their intellectual and physical abilities. Human Resources (HR) are the primary element in every activity undertaken. Reliable or sophisticated equipment without the active role of Human Resources (HR) means nothing (Hasibuan, 2012). The performance of employees of an agency, always emphasizes the implementation of employee duties, while the tasks that must be carried out are part of the work or position in the office routinely assessing the effectiveness of individuals through the process of evaluating this work performance becomes the basis for salary increases, promotions, incentives, compensation and other types of rewards provided by the office. The problem of motivation is not only sensitive because it is a driver for someone to work, but also because it affects the morale and discipline of the workforce. Therefore, every office or organization should be able to provide 2 compensations that are balanced with the workload borne by the workforce (Hasibuan, 2012).

The need to understand motivation is one of the important reasons, even though research on human motivation is relatively late. Lack of curiosity about motivation is symptomatic, so that research is not necessary to be carried out and shows clear truth value. In fact, often the results seem impressive, or are ignored if they are considered impractical to apply or present. One of the drives for someone to pursue work performance in an office organization is the existence of compensation, motivation and ability are already basic human nature in general to be better, more advanced than the position held at this time. The success of Workforce Management (MTK) is largely determined by the success of its leaders in managing the available employee workforce in the office. In this case, increasing productivity and work performance can be done by improving human behavior in the workplace through the application of modern personnel management concepts and techniques. Workforce management or employee personnel management aims to utilize employee power effectively and efficiently to achieve optimal results, while remaining in a pleasant environment. Therefore, the personnel functions that must be carried out by management include attracting, developing, paying, and motivating personnel to achieve system goals, helping members achieve positions and behavioral standards, maximizing employee career development, and aligning individual and organizational goals (Hasibuan, 2012).

Realizing the importance of the role of Human Resources (HR) in achieving the goals of the office organization effectively and efficiently, it is necessary to emphasize a maintenance system by paying attention to the various levels of needs and in order to fulfill the welfare of the workforce, one of which can be done through the provision of compensation. The Law of Consequences by E.L. Thorndike, in Hasibuan (2012), stated that a response followed by a reward will tend to be repeated in the future. The implication for compensation management is that high performance followed by a reward (money) will also tend to result in high performance in the future. Similarly, high performance not followed by a reward will result in the loss of that performance in the future.

Compensation is expected to be in line with the contribution given by employees in achieving office goals. However, in reality, compensation is often not commensurate with work performance. generated by employees so that not a few employees feel that their status, recognition and level of fulfillment of their needs are less secure or lacking which often causes a decrease in work motivation which of course will affect employee productivity in achieving office goals. Thus, it is clear that in order to be able to effectively achieve office goals, the office must pay attention to the welfare of its employees by providing motivation that is in accordance with employee work performance. Because the factors that influence employee work performance are motivation and ability. In line with the description above, the author raised the title "*the influence of motivation and ability on the work performance of personnel at the Central Aceh Police Office, Aceh Regional Police*".

2. Research Methods

This type of research is explanatory research, which is scientific research that aims to explain and understand the relationships between variables in a phenomenon or event. Explanatory research is conducted using a quantitative approach, meaning the data collected and analyzed in this study are in the form of numbers and statistics. Explanatory research is often used to identify causal or influential factors between certain variables. In the context of quantitative research, explanatory research focuses on measuring the variables involved, conducting statistical analysis, and developing statistical models to explain and predict the relationships between these variables (Sugiyono, 2017). Quantitative research can be used to measure, compare, and test existing theories. The goal is to provide a strong understanding of the phenomenon being studied and provide a more measurable basis for decision-making. Quantitative research often involves surveys, experiments, statistical analysis, and the use of standardized instruments to collect data. In other words, quantitative research is a scientific approach that uses numbers and statistical methods to measure, explain, and test the phenomena being studied in an objective and structured manner (Sugiyono, 2017).

3. Results and Discussion

3.1. Population, Sample, and Sampling Techniques

A. Population

Population is a group of people who have one or more of the same or similar characteristics. In the context of research, this population becomes the subject or object thinking, meaning that they are a group of individuals who are the focus of the study or analysis being conducted (Bogue, 1969). A population is a group consisting of all individuals or objects that are relevant and relevant to the research objectives. Populations can include various groups, such as human populations, animal populations, or even inanimate objects (Sugiyono, 2017). In conclusion, a population is a group of people or objects that share one or more of the same or similar characteristics. In this study, the researcher determined that the population used was all permanent personnel at the Central Aceh Police.

Sample

A sample is a subset of a population carefully selected to be observed or measured with the aim of producing data that can be used to draw conclusions about the larger population. Selecting an appropriate and representative sample is a crucial step in research planning because a good sample will ensure that the research results can be applied correctly to the entire larger population (Sugiyono, 2017). A suitable sample size in research is between 30 and 500 (Sugiyono, 2017), so the sample in this study was 20 permanent personnel at the Central Aceh Police Office. Sampling Technique The sampling technique used saturated sampling because the population to be studied has a relatively limited number, namely 20 Central Aceh Police personnel., making it possible to collect data from the entire population without too much difficulty. Sampling data collection from all members of the relevant population in a study (Zikmund, 2022)

1.1. Operational Definition

Operational Definition of Variables

Operational definition in research variables is the process of converting concepts or abstractions into observable or quantifiable measures. This involves determining how the variable will be measured or observed in the research context. Operational definition aims to provide a clear framework for how a variable will be operationalized in a study, thus enabling researchers to collect relevant and useful data. In a research context, operational definition concretely explains how the variable will be measured, what range of values will be used, and the methods used for data collection. Operational definition helps ensure that abstract concepts can be used as a basis for systematic and objective empirical research. In

other words, operational definition connects theoretical concepts with practical realities in the research context (Sugiyono, 2015).

3.2. Operational Definition Table

Variables	Operational Definition	Indicator	Source
Transformational Leadershipfinal (X1)	transformational leadership is leadership Which influence employees to make employees feel a sense of believe self,pride, loyalty and sense of respect toits leadership and also has motivation to do more than expected.	1. Charisma (leader gives positive influence) 2. Inspiration (employee get inspired from leader) 3. Intellectual stimulation (leadervery communicative) 4. Individual consideration (The leader gives appreciationevery time there is an achievement)	Robbins (2006)
Organizational culture (X2)	Culture organization is pattern assumptions the basis found or Developed by a group of people when Study to solve problemshan, adapt to external environment, and integrate with the environment internal. These basic assumptions have been proven can well implemented for finish a problem that	1. Ability adapt (employees feel comfortable to changes in the work environment) 2. Orientation details (Employee always correct repeat every work) 3.Results orientation (Office feels satisfied with results achieved) 4. People/customer orientation (employees tryprovide the best service) 5. Orientation team	Robbins (2006)

SatisfactionWork (Z)	Job satisfaction is an employee's opinion of whether they are happy or not about their work, this feeling can be seen from the employee's good behavior towards their work and all things they experience in the work environment.	1. The work itself (Employees feel like tojob) 2. Salary (employees are satisfied with their salary) 3. Promotion (Employees are satisfied with the office promotion system) 4. Supervision (employees are satisfied with supervision) on Office 5. Co-workers (Employees have good relationship between coworkers)	Hasibuan (2009)
Employee performance	Performance employeeis the extent to which a person individual fulfilling tasks, responsibility, and	Goal Achievement (Employees meet the set targets) Productivity(Employees are able to	Hasibuan (2009)
	goals set in his work. Employees towards achievement of organizational goals.	completing the assigned task 3. Quality Work (Employees are confident that their work results are in accordance with the Office's quality) 4. Attendance AppropriateTime (Employees are present on time) 5. Responsibility and Initiative (employees are responsible for the tasks they perform given)	

3.3. Data and Data Sources

Primary data is data collected by researchers directly from the original source or from the location where the data first appeared. Primary data is often obtained through data

collection processes conducted by the researcher themselves, such as surveys, interviews, observations, or experiments (Sugiyono, 2017). The data used in this study is primary data obtained by distributing questionnaires to a predetermined sample.

3.4. Data collection technique

To obtain complete data, this study used a questionnaire as the data collection method. According to Sugiyono (2018), a questionnaire is a data collection method that involves providing written questions or statements to respondents to answer.

3.5. Variable Measurement Techniques

Researchers use a Likert scale in research. The Likert scale is a measurement method used in research to measure a person's attitude or opinion towards a series of statements. This Likert scale usually consists of statements that are given a level of confidence or disbelief, such as "*Strongly Agree*," "*Agree*," "*Neutral,*" "*Disagree*," and "*Strongly Disagree (Likert, 1932).*

Likert Scale Table

Answer options	**Score**
Strongly Agree (SS)	5
Agree (S)	4
Neutral (N)	3
Disagree (TS)	2
Strongly Disagree (STS)	1

Information :

1. Respondents with the answer Strongly Agree will be given a score of 5 (five)
2. Respondents with the answer Agree will be given a score of 4 (four)
3. Respondents with a neutral answer will be given a score of 3 (three)

4. Respondents with a Disagree answer will be given a score of 2 (two)

5. Respondents with a Strongly Disagree answer will be given a score of 1 (one)

4. Conclusion

The performance of employees in an agency always emphasizes the implementation of employee duties, while the tasks that must be carried out are part of the job or position in the office. Routinely assessing individual effectiveness through this performance evaluation process becomes the basis for salary increases, promotions, incentives, compensation and other types of rewards provided by the office. Many studies have been conducted on the level of satisfaction with the compensation they receive from the office. The issue of compensation and motivation is not only sensitive because it is a driving force for someone to work, but also because it affects the morale and discipline of the workforce. Therefore, every office or organization should be able to provide compensation that is balanced with the workload borne by the workforce.

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