

THE EFFECT OF WORK ABILITY AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE IN FIVE VILLAGES IN MAGEPANDA SUB-DISTRICT, SIKKA REGENCY

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Abstract: This study aims to: (1) determine the description of Employee Performance, Work Ability, and Work Discipline; (2) the influence of Work Ability and Work Discipline on Employee Performance either partially or simultaneously. The population in this study was employees in five villages in Magepanda Sub-District, Sikka Regency, totaling 40 people. Due to the limit of the population, this research was conducted by census or saturated sampling. Data were collected through questionnaires and analyzed using inferential statistics, namely multiple linear regression. Hypothesis testing was done through t test and f test. The results of the descriptive analysis show that the variables of Employee Performance, Work Ability and Work Discipline are categorized as good. The statistical results of the t test show that partially the Work Ability variable has a positive and insignificant effect on Employee Performance, while the Work Discipline variable has a positive and significant effect on Employee Performance. The results of the f test statistic show that simultaneously all independent variables have a significant effect on Employee Performance. The results of the analysis of determination show that the two independent variables in this study are able to explain the variations in the ups and downs of Employee Performance in five villages in Magepanda Sub-District, Sikka Regency by 55.8%.

Keywords: Work Ability, Work Discipline, Employee Performance
