

## **ABSTRACT**

### **Analysis of Capability and Motivation and Its Influence Against Employee Performance In the Department of Mines and Energy Tanggamus District**

**By**

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The purpose of this study is to investigate the influence of work ability and motivation of employees against the performance of employees within the Department of Mines and Energy Tanggamus District.

The samples were used as respondents in this study were all employees of the population (27 people) who work in the environment for Mines and Energy Tanggamus District. Primary data were collected by interview method using a questionnaire. Secondary data was collected through literature study. This research was conducted by using multiple linear regression analysis. To determine the effect of partial independent variable on the dependent variable, used the t test and to determine the simultaneous influence of all independent variables on the dependent variable, used F test

The results of this study indicate that the variables of work ability and work motivation has a significant and positive influence on employee performance variables either partially or simultaneously. This is proved from the t-probability value which is significant at  $\alpha = 5\%$ . The ability to work influence against employee performance ( $\beta = 0809$ ) is greater than work motivation influence to employee performance ( $\beta = 0323$ ).

Keywords: Employee Performance, Work Ability, Work Motivation, Multiple Linear Regression.