

## The Influence of Work Ability, Coordination and Work Environment on The Performance of Employees at The Regional Personnel Agency in South Kalimantan Province

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### ABSTRACT

*This study aims to determine both partially and simultaneously how much influence the work ability, coordination and work environment has on the employee performance of the South Kalimantan Provincial Civil Service Agency and the variables that have a dominant influence on the employee performance of the Regional Civil Service Agency of South Kalimantan Province. The method used in this study is a quantitative method and with a population of 91 (ninety one), samples were taken with the census sampling technique of 91 (ninety one) people, the research instruments were validity and reliability tests, the data were tested using regression multiplelinear. The results of this study indicate that (1) Work Ability, Coordination and Work Environment simultaneously have a significant effect on the Employee Performance of Regional Personnel Board of South Kalimantan Province; (2) Work Ability, Coordination and Work Environment partially significant influence on Employee Performance of Regional Personnel Board of Kalimantan Province South; and (3) The variable that has dominant influence on the Employee Performance of the Regional Personnel Board of South Kalimantan Province is coordination. R-Square is 0.309, which means that the variation in the contribution of all independent variables to the dependent variable is 30.9% while the remaining 69.1% is explained by other causes outside of this study.*

**Keywords:** Work Ability, Coordination, Work Environment and Performance.

## INTRODUCTION

Work ability means the capacity of an individual to perform various tasks in a job. Work ability is a current assessment of what a person can do. The overall work ability of an individual basically consists of two groups of intellectual and physical factors. The work ability of an employee in a job, consists of intellectual competence and physical competence. Competence in essence shows skills such as intelligence possessed by a person to complete the work assigned to him. Employees who have above average competence with an adequate level of education for their position, and have skills in carrying out daily tasks, will be able to achieve higher levels of performance [1].

In addition to Work Ability, Coordination within the organizational environment is also very much needed. Coordination is very important in organizations, because in it there are many different activities carried out by many people in many parts. The need for coordination arises at any time when one person or group is responsible for the perfection of a task. With coordination it is hoped that harmony or harmony of all activities to achieve the expected goals. So that each sector, sub-sector or with other agencies becomes balanced and aligned.

Organization is a formal planned coordination structure, which involves two or more people, in order to achieve predetermined goals. An organization is a group of people who are formally bound in superior and subordinate relationships who work together to achieve common goals as well. This definition provides information that the organization consists of two important parts, namely as a container for various activities and as a process of interaction between the people contained therein [2].

The work environment is everything that is around employees that can affect the implementation of work. The work environment is the entire work facility and infrastructure around employees who are doing work that can affect the implementation of work including the workplace, facilities, cleanliness, lighting, calm, including the working relationship between the people in that place. Fulfillment of material needs is not the only determining factor that can make employees work well. A good work environment can help reduce boredom and fatigue at work for employees. In general, employees tend to be happier with a good and comfortable working environment, so that the performance of an organization can be achieved properly.

Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or goals or predetermined criteria that have been mutually agreed upon [3].

The object of this study is the South Kalimantan Provincial Civil Service Agency which is an organization of the Regional Work Unit (SKPD) that regulates work procedures, work rules and promotions and transfers for all employees within the South Kalimantan Provincial Government, for this reason all employees in The environment of the South Kalimantan Provincial Government has good

performance so firstly at the Regional Personnel Agency of the South Kalimantan Province employees have good work abilities to be able to regulate work procedures, work rules and promotions and mutations for all employees in the South Kalimantan Provincial Government environment properly .

The phenomenon that is happening now is that employees at the Regional Personnel Agency for the Province of South Kalimantan seem busy with their daily work due to the dense work activities being carried out considering the scope of work is staffing matters in South Kalimantan so that employees do not have the opportunity or are forgotten in improving ability to work such as attending higher education as well as education and training training.

In addition to the ability of employees to work, good coordination is also needed by the Regional Civil Service Agency of South Kalimantan Province in their daily work. Coordination has a very important meaning, especially among government officials in the current era of regional autonomy. This is because most of the development programs are inter-sectoral in nature, the implementation of which involves more than one government agency. The success of program implementation is ultimately determined by good cooperation between the agencies involved and this is where coordination between agencies plays an important role.

The entire work in the Regional Personnel Agency for the Province of South Kalimantan must be coordinated and carried out in a harmonious and harmonious manner so as to provide maximum benefits and make a real contribution to the goals of the work because all government agencies within the province of South Kalimantan have a staffing sub-section that continues to carry out coordinate with the Regional Personnel Agency of the Province of South Kalimantan for staffing matters, apart from that, apart from internal agencies in the Province of South Kalimantan, the Regional Personnel Agency of the Province of South Kalimantan also coordinates with Regencies/Cities in South Kalimantan for matters of promotion to class IV and above and carry out Leadership Training whose participants are from agencies of the Province of South Kalimantan and City Districts in South Kalimantan as well as agencies outside the Province of South Kalimantan such as the State Civil Service Agency, State Administration Institutions and other institutions, for this reason all employees at the Regional Personnel Agency of the Province of South Kalimantan must carry out good coordination with agencies others so that work can be done properly and effectively.

With good coordination among elements of the government apparatus, it is hoped that the achievement of government goals as a whole will be guaranteed. Coordination is only possible to be effective if there is awareness and voluntary willingness of all members of the organization or organizational leaders to cooperate between agencies in carrying out work under the direction of someone who has certain functional authority.

In addition to Work Ability and Coordination, the work environment must also be a concern of the Regional Personnel Agency for the Province of South Kalimantan, so that the work carried out by employees can run comfortably and effectively because it is supported by a good work environment from the Regional Personnel Agency for the Province of South Kalimantan. The work environment is an important part of the organization. Although the work environment does not carry out the production process within a company, the work environment has a direct influence on the employees who carry out the production process.

So far, the Regional Personnel Agency for the Province of South Kalimantan, which is the agency that serves staffing matters throughout South Kalimantan, has a work environment that can be said to be inadequate, because the Regional Personnel Agency for the Province of South Kalimantan still occupies old buildings and around Dr. Murjani, City of Banjarbaru, while other government agencies have been centralized in the Office Area of the Province of Kalimantan, the Regional Employment Agency of the Province of South Kalimantan still occupies the old building where in the current work environment the service rooms and work spaces are merged into one and the surrounding environment is full of crowds and noise of traffic activity motorized vehicles and other activities, besides that currently all exam or test implementation activities, both CPNS tests, equality exams and so on, use the Computer Assisted Test, the South Kalimantan Provincial Civil Service Agency does not yet have the room and facilities so that as an agency those who hold the exam or test process must go to the State Civil Service Agency, the Idham Chalid building in the South Kalimantan Province Area and other facilities. Based on this description, the question in this study is What is Workability, Coordination and Work Environment on the Performance of Employees at the Regional Civil Service Agency of the Province of South Kalimantan?

## **LITERATURE REVIEW**

### **Definition of Work Ability**

Work ability is a result of work that is achieved by a person in carrying out the tasks assigned to him based on skills, experience, and sincerity and time [4]. Meanwhile, ability is a stable characteristic related to a person's maximum physical and mental abilities. Furthermore, psychologically, ability consists of potential ability (IQ) and reality (knowledge and skill), meaning that employees have an IQ above the average with adequate education for their position and are skilled in their daily work day, it is easier to achieve maximum performance [5]. Ability comes from the word capable which means power (can, able) to do something, while ability means ability, skill, strength. According to Robbins and Judge, ability means the capacity of an individual to perform various tasks in a job [6]. The overall ability of an individual basically consists of two groups of factors, namely:

1. Intellectual Ability

Intellectual ability is the ability needed to perform various mental activities (thinking, reasoning and solving problems). Intellectual ability is the ability needed to carry out mental activities. IQ tests, for example, are designed to ascertain a person's general intellectual abilities.

2. Physical Ability

Physical ability is the ability to perform tasks that require stamina, skill, strength, and similar characteristics. physical ability is the ability necessary to perform tasks demanding stamina, dexterity, strength, and similar skills. While intellectual abilities play a greater role in complex jobs with demanding information processing requirements, specific physical abilities are of greater importance for successfully performing less skilled and more standardized jobs. For example, a job whose success requires stamina, dexterity, and leg strength or similar talents requires management to recognize an employee's physical capabilities. Based on the opinion above, it can be interpreted that ability is a skill or capacity regarding an expertise that is inborn to perform various tasks in a job.

### **Workability Indicator**

In this study work ability will be measured by the indicators proposed by Robbins [1], namely as follows:

1. Intellectual Ability

- a. Numerical intelligence is the ability to calculate quickly and accurately.
- b. Verbal comprehension is the ability to understand what is read and heard.
- c. Perceptual speed is the ability to recognize visual similarities and differences quickly and precisely.
- d. Inductive reasoning is the ability to recognize a logical sequence in a problem and then solve that problem.
- e. Deductive reasoning is the ability to use logic and assess the implications of an argument.
- f. Spatial visualization is the ability to imagine how an object would appear if its position in space were changed.
- g. Memory is the ability to retain and recall past experiences.

2. Physical Ability

- a. Dynamic strength is the ability to apply muscle strength repeatedly or continuously over a period of time.
- b. Body strength is the ability to use muscle strength by using the muscles of the body (especially the stomach).

- c. Verbal power is the ability to apply force to external objects.
- d. Static strength is the ability to spend explosive energy in one or a series of explosive actions.
- e. Dexterity of Extensionsis the ability to move the muscles of the body and stretch the back as far as possible.
- f. Dynamic flexibility is the ability to perform fast movements.
- g. Body coordination is the ability to coordinate the simultaneous actions of different parts of the body.
- h. Balance is the ability to maintain balance even though there are forces that disturb the balance.
- i. Stamina is the ability to continue the maximum effort that requires effort over a period of time.

### **Definition of Coordination**

In an organization every leader needs to coordinate the activities of the members of the organization given in completing the task. With the delivery of clear information, proper communication, and the distribution of work to subordinates by the manager, each individual subordinate will carry out his work in accordance with the authority received. Without the coordination of each work from individual employees, the company's goals will not be achieved.

Hasibuan [4] argues that: "Coordination is the activity of directing, integrating, and coordinating elements of management and the work of subordinates in achieving organizational goals."

Coordination is the process of integrating goals and activities in separate units (departments or functional areas) in an organization to achieve goals efficiently and effectively [7].

According to Handyaningrat, Coordination is balancing and moving the team by giving the location of work activities that are suitable for each and ensuring that these activities are carried out with proper harmony among the members themselves. Coordination is a synchronous or regular effort to provide the right amount and time and direct implementation to produce a uniform and harmonious action on predetermined goals [8].

### **Coordination Indicator**

According Handyaningrat [8], coordination in the management process can be measured through indicators:

1. Communication
  - a. Is there any information
  - b. Whether there is a flow of information
  - c. Whether there is information technology
2. Awareness of the Importance of Coordination
  - a. Executor's level of knowledge of coordination
  - b. Level of adherence to the results of coordination
3. Participant Competency
  - a. Whether there are authorized officials involved
  - b. Whether or not there are experts in the field of development involved
4. Agreements, Commitments, and Coordination Incentives
  - a. Whether there is a form of agreement
  - b. Whether there are executors of activities
  - c. Whether there are sanctions for violators of the agreement
  - d. Whether there are incentives for implementing coordination
5. Continuity of Planning
  - a. Whether there is feedback from the object and subject of development
  - b. Whether there are changes to the results of the agreement

### **Definition of Work Environment**

The work environment in a company needs to be considered, this is because the work environment has a direct influence on employees. A conducive work environment can improve employee performance and vice versa, an inadequate work environment can reduce employee performance. The condition of the work environment is said to be good if humans can carry out activities optimally, healthy, safe and comfortable. The suitability of the work environment can be seen as a result in the long term. An unfavorable work environment can demand more labor and time and does not support an efficient work system design.

According to Robbins, the environment is institutions or outside forces that have the potential to affect organizational performance, the environment is formulated into two, namely the general environment and the special environment. The general environment is everything outside the organization that has the potential to influence the organization. This environment is in the form of social and technological conditions. While the special environment is part of the environment that is directly related to the achievement of the goals of an organization [6].

Herman Sofyandi defines "Work environment as a series of factors that influence the performance of human resource management functions/activities which consist of internal factors sourced from within the organization" [9]. Danang Sunyoto argues "The work environment is everything that is around the workers and which can affect them in carrying out the tasks assigned, for example cleaning, music, lighting and others" [10].

According to Basuki and Susilowati, the work environment is everything in the environment that can affect either directly or indirectly a person or group of people in carrying out their activities [11].

According to Mangkunegara, the work environment in question includes clear job descriptions, challenging work targets, effective work communication patterns, relatively adequate work climate and work facilities [4]. Nitisemito states that the work environment is everything that is around the workers and which can affect them in carrying out the tasks assigned [12].

According to Sedarmayati the definition of work environment is as follows: "Work environment is the whole tools and materials encountered, the surrounding environment in which a person works, work methods, and work arrangements both as individuals and as a group" [13].

According to Schultz & Schultz, the work environment is defined as a condition related to the characteristics of the workplace towards the behavior and attitudes of employees where this is related to the occurrence of psychological changes due to things experienced in work or in certain circumstances that must be continuously considered by the organization which includes work boredom, monotonous work and fatigue. The work environment consists of the physical and non-physical environment that is attached to employees so that they cannot be separated to get good employee performance. physical conditions that exist around the workplace that can affect employees either directly or indirectly. While the non-physical work environment is all conditions that occur related to work relations, both relations with superiors and co-workers, or relations with subordinates [14].

The problem of the work environment in an organization is very important, in this case it is necessary to regulate and arrange work environment factors in carrying out organizational activities. In accordance with the Decree of the Minister of Health No.261/MENKES/SK/II/1998 Concerning: Work Environment Health Requirements that the office work environment includes all rooms, courtyards and surrounding areas that are part of or related to the workplace for office activities. The occupational health requirements in this decision apply to both independent and group offices.

The work environment is a very important component in employees carrying out work activities. By paying attention to a good work environment or creating working conditions that are able to provide motivation to work, it will have an influence on the enthusiasm or enthusiasm of employees to work. The

definition of the work environment here is everything that is around the workers and that can affect them in carrying out the tasks assigned, for example cleanliness, music, lighting and others. Based on the above understanding, the scope of the work environment:

1. That certain organizational environment is reflected in employees. The leadership style adopted by a democratic leader will also affect employees.
2. The work environment that arises in the organization is a factor that determines employee behavior. From the opinions of experts, it can be concluded that the work environment is everything that exists around employees when working, both physical and non-physical that can affect employees while working. If the work environment is conducive then employees can be safe, comfortable and if the work environment is not supportive then employees cannot be safe and comfortable [9].

### **Work Environment Indicators**

An environmental condition is said to be good or appropriate if humans can carry out their activities optimally, healthily, safely and comfortably so as to increase employee morale. Following are some of the indicators described by Mangkunegara [5], including:

1. Lighting / light in the workplace. Lighting is very beneficial for employees in order to get safety and smooth work, because if the lighting is not adequate it will affect the skills of employees who in carrying out their tasks experience many mistakes which in the end the process is less efficient so that company goals are difficult to achieve.
2. Temperature / air temperature in the workplace. Each member of the human body has a different temperature. Humans always maintain their bodies in a normal state, with a perfect body system so that they can adapt to changes that occur outside the body. But this adaptability has its limits. Humans can adapt themselves to outside temperatures if the change in outside body temperature is not more than 20% for hot conditions and 35% for cold conditions, from the body's normal state.
3. Humidity in the workplace. Humidity is the amount of water contained in the air, usually expressed as a percentage. This humidity is related to or influenced by air temperature. If the situation with the air temperature is very hot and humidity is high, it will cause a large reduction in body heat, because the system. In addition, the faster heart rate is caused by active blood circulation to meet oxygen needs, and the human body will always try to achieve a balance between body heat and the surrounding temperature.
4. Air circulation in the workplace. The surrounding air is said to be dirty if the oxygen level in the air has decreased and has been mixed with gases or odors that are harmful to the health of the

body. Oxygen is a gas needed by living things to maintain survival, namely the metabolic process. With sufficient oxygen around the workplace, it will provide coolness and freshness to the body. The main source is plants around the workplace, because plants are producers of the oxygen needed by humans. By creating a feeling of coolness and freshness during work, it will help speed up the recovery of the body due to fatigue after work.

5. Noise at work. Noise is a sound that is not wanted by the ear, because if in the long run the sound can disturb the peace of mind at work, damage hearing, and cause errors in communication. Even according to research, serious noise can cause death. Job criteria require concentration, so noise should be avoided so that work can be carried out efficiently.
6. Set the color at work. Arranging colors in the workplace needs to be studied and planned as well as possible, because in reality the color arrangement cannot be separated from the arrangement of decorations. This is understandable because the influence of color has a big influence on feelings. Below is a list of some colors that can affect human feelings.

### **Definition of Performance**

According to Hasibuan performance is a result of work achieved by someone in carrying out their duties on skill, effort and opportunity [4]. Based on the explanation above, performance is a result achieved by someone in carrying out tasks based on skills, experience and sincerity as well as time according to predetermined standards and criteria. Employee performance is the result of certain work processes planned at the time and place of the employee and the organization concerned according to Mangkuprawira and Hubeis [15].

Performance according to Faustino Cardoso Gomes, employee performance as an expression such as output, efficiency and effectiveness is often associated with productivity [16]. Performance according to Simamora, that in order to achieve that the organization functions effectively and in accordance with organizational goals, the organization must have good employee performance by carrying out its duties in a reliable manner [17]. According to Mangkunegara, that performance (work achievement) 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 [5].

Performance according to Mathis and Jackson is what is done or not done by employees [18]. From several expert opinions it can be concluded that employee performance is the result of work done by someone in an organization in order to achieve the desired goals of an organization and minimize losses. From several expert opinions it can be concluded that employee performance is the result of work done by someone in an organization in order to achieve the desired goals of an organization and minimize losses. Employee performance as stated by Mangkunegara 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. The output, both quality and quantity, is achieved by human resources per unit time in carrying out their work duties in accordance with the responsibilities assigned to them. Performance issues always receive attention in management because they are closely related to the productivity of institutions or organizations [5].

Employee performance is what influences how much they contribute to the organization which includes, among others: output quantity, output quality, output period, attendance at work, and cooperative attitude. The other dimensions of Performance may be appropriate for certain jobs, but those listed are the most general, identifying the most important elements of a job. Jobs almost always have more than one criterion or dimension to judge, and this means that the employee may perform better on one criterion than on the other. Some criteria may have more important value than other criteria. Weighting is a way of showing this. Some offices or other services are part of the work that has greater weight than research or community service. When measuring performance, it is important to determine the relevant criteria. Generally, criteria are relevant when they are focused on the most important aspects of the employee's job. Performance is the quantity and quality of work completed by individuals, so performance is the output of task implementation. Performance has a close relationship with productivity issues, because it is an indicator in determining how efforts to achieve high levels of productivity in an organization.

### **Employee Performance Indicators**

According to Keban, it is important for public service agencies to measure employee performance. mistakes made so far [19]. There are various theories regarding employee performance indicators. One of them is employee performance indicators Fadel suggests several indicators used to measure employee performance [20], namely:

1. Understanding of main tasks and functions, In carrying out the main duties and functions, subordinates must first understand the main tasks and functions of each and carry out the tasks in accordance with what is their responsibility.
2. Innovation, Have positive innovations and convey them to superiors and discuss them with colleagues about work.
3. Working speed, In carrying out the task the speed of work must be considered by following the existing work methods.
4. Work accuracy, Not only fast, but in completing tasks employees must also be disciplined in carrying out tasks carefully at work and re-checking

5. Cooperation, The ability to cooperate with other colleagues such as being able to accept and respect the opinions of others.

## RESEARCH METHODS

The population in this study were all employees of the South Kalimantan Provincial Civil Service Agency, totaling 91 (ninety one) people. Sampling using saturated sampling method in which all members of the employee population of the South Kalimantan Provincial Civil Service Agency, totaling 91 people, were sampled.

The data used in this study are qualitative data and quantitative data. The sources of data collected in this study are primary and secondary data. Data collection techniques using Field Research, Questionnaires, Library Research. Furthermore, the data were analyzed using multiple regression analysis, namely an analysis that tested the effect of Work Ability, Coordination and Work Environment on the Performance of the Regional Civil Service Agency of South Kalimantan Province, with the regression equation as follows:

$$Y=b_0+b_1X_1+b_2X_2+b_3X_3+e$$

## RESULTS

The Effect of Work Ability ( $X_1$ ), Coordination ( $X_2$ ) and Work Environment on Employee Performance ( $Y$ ) Employees of the Regional Civil Service Agency of South Kalimantan Province.

**Table 1. Multiple Linear Test Results**

Variable	Coefficient t Regression( bi)	t count	t table	Beta	sig
Constant	2,158				
Workability ( $X_1$ )	0,104	3,631	1,988	0,325	0,000
Coordination ( $X_2$ )	0,129	3,506	1,988	0,345	0,001
Work Environment ( $X_3$ )	0,137	2,153	1,988	0,211	0,034
Constant=2,158		Fcount=12,951			
Multiple R =0,556		Ftable =2,710			
R square( $R^2$ ) =0,309		Sig= 0,000			

In table 1 the  $R^2$  (R Square) value is 0.309 which means that the magnitude of the variation in the contribution of all independent variables to the dependent variable is 30.9% while the remaining 69.1% is explained by other reasons outside of this study. Based on table 5.12, the regression equation is obtained

as follows:  $Y = 2,158 + 0,104X_1 + 0,129X_2 + 0,137X_3 + e_i$ . The explanation of the regression equation above is as follows:

1. A constant value of 2.158, which is a measurement in this study where the variable using a Likert scale is between 1 to 5, it should not be interpreted that the variable Work Ability ( $X_1$ ) and Coordination ( $X_2$ ) is zero, because these three variables cannot have a zero value because the lowest Likert scale used is 1 and based on the calculation results of SPSS version 21.0 in this study the constant value is 2.158 and is included in the medium category.
2. If the coefficient is 0.104 Work Ability ( $X_1$ ) variable increases with the assumption that the Coefficient is 0.104, Coordination ( $X_2$ ) Coefficient variable is 0.129 and Work Environment ( $X_3$ ) Coefficient is 0.137 remains, then Employee Performance will also increase.
3. If the coefficient of 0.129 for the Coordination ( $X_2$ ) variable increases with the assumption that the Coefficient of 0.104 the Work Ability ( $X_1$ ) variable and Work Environment ( $X_3$ ) coefficient remains 0.137, then Employee Performance will also increase.
4. If the coefficient is 0.137 Coordination ( $X_3$ ) variable increases with the assumption that the Coefficient is 0.104 Work Ability ( $X_1$ ) and if Coordination ( $X_2$ ) variable the Coefficient is 0.129, then Employee Performance will also increase.

Based on these equations, it shows that all independent variables have a positive regression coefficient. This means the variable Work Ability ( $X_1$ ) and has a relationship that is in the same direction or directly proportional to the dependent variable or Employee Performance ( $Y$ ). That is, if the variables  $X_1$  and  $X_2$  increase, the dependent variable  $Y$  will also increase, and if the variables  $X_1$  and  $X_2$  decrease, then the dependent variable  $Y$  will decrease.

## DISCUSSION

### Hypothesis Test 1: Simultaneous F Test

This test is used with the aim of proving whether the independent variables jointly affect the dependent variable. In answering the hypothesis that was proposed at the beginning of the study, using the SPSS software analysis tool version 21.00. From the results of calculations through SPSS show and significance of 0.000, it can be concluded that the independent variable has a significant effect on the dependent variable because the significance is  $0.000 < 0.05$  and F-count  $12.951 > 2.710$ , so the first hypothesis says that there is a positive and significant influence on Workability, Service Quality and Simultaneous Work Environment on Employee Satisfaction of the South Kalimantan Provincial Civil Service Agency can be accepted or tested.

### Hypothesis Test 2: Partial t test

Through this test it will be known whether the variables consisting of Work Ability ( $X_1$ ) and Coordination ( $X_2$ ) have a partial effect on Employee Performance (Y) at the Regional Civil Service Agency of South Kalimantan Province, namely by comparing the probability value of the significance of the variable with a probability of 5 % ( $\alpha = 0.05$ ) if the significance probability value is  $< (\alpha = 0.05)$  then there is a significant influence on the dependent variable, and vice versa, while the results of statistical calculations can be seen in table 2 below:

**Table 2. t Value Count**

Independent variable	t-count	t-table	Sig.	Information
X1 Workability	3,631	1,988	0,000	Significant
X2 Coordination	3,506	1,988	0,001	Significant
X3 Work Environment	2,153	1,988	0,034	Significant

Based on table 2. it can be seen that the effect of the work ability variable ( $X_1$ ) on employee performance (Y). This can be seen from table 5.13 which has a significance probability value of  $0.000 < 0.05$  and t-count  $3.631 > t\text{-table } 1.988$ , so it can be concluded that Work Ability ( $X_1$ ) has a significant effect individually or partially on Employee Performance (Y) at the Agency South Kalimantan Provincial Civil Service.

The effect of the variable Coordination ( $X_2$ ) on Employee Performance (Y), Coordination ( $X_2$ ) has a partially significant effect on Employee Performance (Y). This can be seen from table 5.11 where the significance probability value is  $0.001 < 0.05$  and t-count  $3.506 > t\text{-table } 1.988$ , so it can be concluded that partial Coordination ( $X_2$ ) has a significant effect individually or partially on Employee Performance (Y) at the Personnel Agency Region of South Kalimantan Province The effect of the variable Work Environment ( $X_3$ ) on Employee Performance (Y), Work Environment ( $X_3$ ) has a partially significant effect on Employee Performance (Y).

This can be seen from table 5.11 where the significance probability value is  $0.034 < 0.05$  and tcount  $2.153 > t\text{-table } 1.988$ , so it can be concluded that the partial Work Environment ( $X_3$ ) has a significant effect individually or partially on Employee Performance (Y) at the South Kalimantan Provincial Civil Service Agency.

Thus the second hypothesis which says that there is a positive and significant effect of Work Ability, Service Quality and Work Environment partially on Employee Satisfaction of the Regional Civil Service Agency of South Kalimantan Province is true or tested.

### Hypothesis 3 Test: Variables with Dominant Influence

In the third hypothesis which states that Coordination ( $X_2$ ) is the most influential factor on Employee Performance (Y) is true or proven, because it has a Beta value (Beta Coefficient) of  $0.345 >$  Beta value (Beta Coefficient) Work Ability ( $X_1$ ) which only of 0.325 and the Work Environment ( $X_3$ ) which is only 0.211.

### CONCLUSION

Based on the results of the analysis and discussion described in the previous chapters, the conclusions of this study are:

1. Work Ability, Coordination and Work Environment have a significant simultaneous effect on the Performance of Employees of the Regional Civil Service Agency of South Kalimantan Province.
2. Work Ability, Coordination and Work Environment have a partially significant effect on the Performance of Employees of the Regional Civil Service Agency of South Kalimantan Province.
3. The variable that has the dominant influence on the Employee Performance of the South Kalimantan Provincial Civil Service Agency is Coordination

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