ABSTRACT

THE INFLUENCE OF ABILITY, MOTIVATION, AND WORK SATISFACTION ON EMPLOYEE PERFORMANCE AT THE BOARD OF EMPLOYEES AND TRAINING AND EDUCATION OF GOWA REGENCY

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The objective of the study was to understand the influence of ability, motivation, and work satisfaction on employee performance at the board of employees and training and education of Gowa regency.

The study applied a descriptive method with a quantitative approach. Population of the study was all 49 employees of the board and all employees were selected to participate as respondents of the study.

The results of the study showed that the employee ability measured in terms of their knowledge and skill did not influence employee performance at the board of employees and training and education of Gowa regency. Employee motivation measured in terms of intrinsic motivation (fulfilment of employee needs and improved responsibility) and extrinsic motivation (work condition and supervision) partly influenced significantly on employee performance at the board of employees and training and education of Gowa regency. Aspect of work satisfaction (measured in terms of compensation, kinds of job, promotion, and co-workers) partially influenced significantly on employee performance as much as 27.54%.