The Effect of Promotion, Work Experience, and Motivation on Employee Performance at the Regional Revenue Agency, Kolaka Regency, Southeast Sulawesi Province

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A B S T R A C T

The purpose of this study was to analyze the effect of promotion, work experience, and motivation on employee performance at the Kolaka Regency Regional Revenue Agency, Southeast Sulawesi, and became the object of this study. The research method uses a descriptive quantitative design and SPSS 22 multiple regression analysis. The population and research sample include all 58 employees, who were collected ex post facto. The results of the study show that all research variables, namely promotion, work experience, and motivation, have a positive and significant effect on the performance of employees of the Kolaka Regency Regional Revenue Agency, Southeast Sulawesi.

INTRODUCTION

Human resources are an important factor in a government agency. The higher the employee's ability, the higher the institution's performance. Conversely, the lower the ability of the official concerned, the lower the agency's performance. In order for management activities to run well, government agencies must have competent and highly capable employees to manage the organization as optimally as possible. Humans are always active-minded in an organization because humans are the planners, actors, and determinants of the realization of the goals of government agencies. Goals are not possible without the active role of employees. The focus of the study of human resource management is labor issues, which are arranged in the order of their functions. The demands on government agencies to obtain, develop, and maintain quality human resources are increasingly urgent in accordance with the ever-changing dynamics of the environment and technology.

The goal of this government agency seems difficult to achieve if a government agency, its employees are not enthusiastic about carrying out the tasks assigned to them. Every organization not only expects its employees to be capable, capable, reliable and skilled, but no less important is that employees want to work hard and want to achieve maximum results. Ability and skills mean nothing to the agency, if they do not want to work hard. The purpose of managing the promotion system within agencies is to attract and retain human resources because a government agency needs them to achieve its goals.

Work motivation has an important role in terms of growing passion. Employees who have strong work motivation will have a lot of energy to carry out activities optimally. An employee who has high

intelligence can fail because of a lack of motivation. Work results will be optimal if there is high motivation. Low work motivation in government employees is an unfavourable symptom because low work motivation in them shows an indifferent attitude towards social life, including the nation's future. The Regional Revenue Agency for Kolaka Regency, Southeast Sulawesi Province is a government agency in Southeast Sulawesi Province that is trying to pay attention to programs to increase promotion, work experience and employee motivation in their agencies.

RESEARCH METHOD

This research uses a descriptive design which also examines the relationship between variables (causal design) which is useful for measuring the relationship between research variables or for analyzing how a variable influences other variables. In this study, data were collected ex post facto, in other words, the researcher relied on the respondents' perceptions to explain their experiences and then analyzed according to descriptive and causal designs. Data collection techniques in this study used a survey method, with a closed questionnaire as a tool. The research was conducted at the Kolaka District Revenue Agency office, Southeast Sulawesi Province. Data quality test has been carried out by testing the validity and reliability using SPSS 22 software.

RESULTS AND DISCUSSION

Validity test

The following is the result of calculating the validity test of this study, namely:

Table 1. Test the Validity of Job Promotion Variables

Question Items	r arithmetic (Correlated Item Total Correlation)	r table	Information
1	0.930	0.414	Valid
2	0.930	0.414	Valid
3	0.930	0.414	Valid
4	0.930	0.414	Valid
5	0.930	0.414	Valid
6	0.930	0.414	Valid
7	0.930	0.414	Valid
8	0.930	0.414	Valid
9	0.930	0.414	Valid
10	0.930	0.414	Valid

Source: Data Processing 2022

From the results of data processing Table 1, all questions have a value of r count (Correlated Item Total Correlation) greater than the value of r table (0.414), so it can be concluded that all question items are valid.

Table 2. Test the Validity of Work Experience Variables

Question Items	r arithmetic (Correlated Item Total Correlation)	r table	Information
1	0.899	0.414	Valid
2	0.899	0.414	Valid
3	0.899	0.414	Valid
4	0.899	0.414	Valid
5	0.899	0.414	Valid
6	0.899	0.414	Valid

grain Question	r arithmetic (Correlated Item Total Correlation)	r table	Information
7	0.899	0.414	Valid
8	0.899	0.414	Valid
9	0.899	0.414	Valid
10	0.899	0.414	Valid

Source: Data Processing 2022

From the results of data processing in Table 2, all questions have a value of r count (Correlated Item Total Correlation) greater than the value of r table (0.632), so it can be concluded that all question items are valid.

Table 3. Test the Validity of Motivational Variables

grain Question	r arithmetic (Correlated Item Total Correlation)	r table	Information
1	0.716	0.414	Valid
2	0.716	0.414	Valid
3	0.716	0.414	Valid
4	0.716	0.414	Valid
5	0.716	0.414	Valid
6	0.716	0.414	Valid
7	0.716	0.414	Valid
8	0.716	0.414	Valid
9	0.716	0.414	Valid
10	0.716	0.414	Valid

Source: Data Processing 2022

From the results of data processing in Table 3, all questions have a value of r count (Correlated Item Total Correlation) greater than the value of r table (0.414), so it can be concluded that all question items are valid.

Table 4. Test the Validity of Employee Performance Variables

grain Question	r arithmetic (Correlated Item Total Correlation)	r table	Information
1	0.970	0.414	Valid
2	0.970	0.414	Valid
3	0.970	0.414	Valid
4	0.970	0.414	Valid
5	0.970	0.414	Valid
6	0.970	0.414	Valid
7	0.970	0.414	Valid
8	0.970	0.414	Valid
9	0.970	0.414	Valid
10	0.970	0.414	Valid

Source: Data Processing 2022

From the results of data processing in Table 4, all questions have a value of r count (Correlated Item Total Correlation) greater than the value of r table (0.414), so it can be concluded that all question items are valid.

Reliability Test Results

Table 5. Reliability Test Results

Variable	Cronbach's Alpha	Information
Job Promotion	0.915	Reliable
Work experience	0.925	Reliable
Motivation	0.980	Reliable
Employee Performance	0.903	Reliable

Source: Data Processing 2022

The results of the reliability test tTable 5 show that all variables have a fairly large Alpha coefficient, which is above 0.60 so that it can be said that all measuring concepts for each variable from the questionnaire are reliable so that for the next item on each of these variable concepts it is feasible to be used as a measuring instrument.

Normality test

The normality test image is the result of the data normality test for all dimensions simultaneously on performance. It can be seen that the points spread around the diagonal line and their spread follows the direction of the diagonal line, which means that the residual values are normally distributed, so that the regression model is feasible to use to predict performance based on the input of all independent variables.
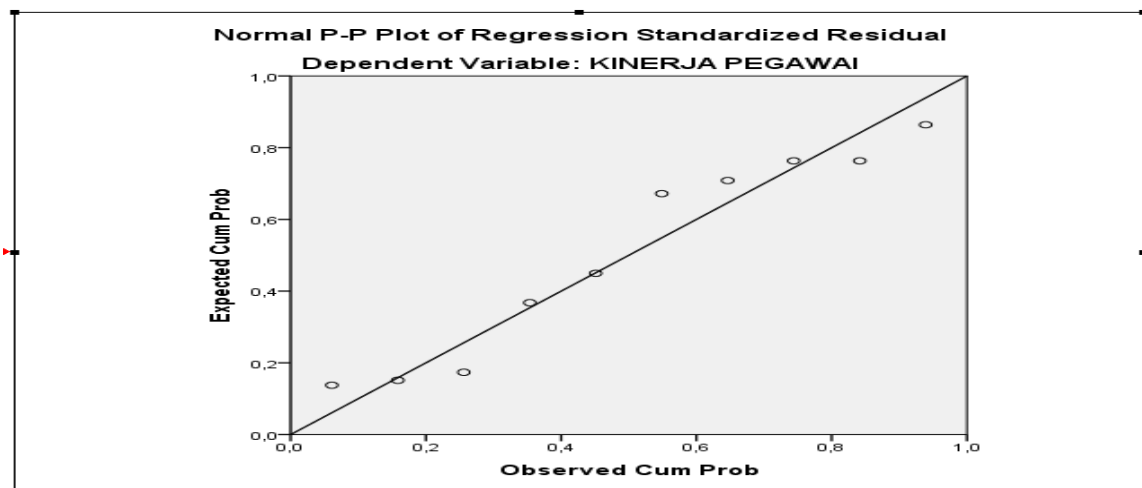

Figure 1. Normality Test

Multiple Linear Regression Analysis

Regression between the variables Competence, Motivation, Loyalty, Work Discipline on Productivity can be described in data processing with SPSS software version 22.00 The value of R^2 (coefficient of determination) is 0.992. This shows that the magnitude of the variation that has a joint effect between Work Experience, Promotion, and Motivation on Employee Performance is 98.6% or the remaining 1.4% is influenced by other factors not examined.

Table 6. Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,105	,372		,281	,788
	PROMOSI JABATAN	,618	,168	,673	3,671	,010
	PENGALAMAN KERJA	,224	,178	,223	1,257	,255
	MOTIVASI	,136	,092	,142	1,477	,190

a. Dependent Variable: KINERJA PEGAWAI

Source: Data Processing 2022

Table 7. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,986[a]	,971	,957	,00732

a. Predictors: (Constant), MOTIVASI, PENGALAMAN KERJA, PROMOSI JABATAN

b. Dependent Variable: KINERJA PEGAWAI

Source: Data Processing 2022

Based on the statistical test results, it can be seen clearly that simultaneously all the independent variables have a significant effect on the dependent variable with a sig value. $0.788 > \alpha\ 0.05$. The influence of the three independent variables is positive, meaning that the higher the promotion, work experience, motivation, the higher the employee performance in the Regional Revenue Agency of Kolaka Regency is produced.

The Influence of Position Promotion on Employee Performance in the Regional Revenue Agency of Kolaka Regency

The results of testing the hypothesis (H1) have proven that there is an influence between promotion and employee performance at the Regional Revenue Agency of Kolaka Regency. Through the results of the calculations that have been carried out, it is obtained that the t value is 3,671 with a significance level of 3,671 that is greater than 0.05. Thus, Ha is accepted and Ho is rejected. This test statistically proves that promotion has a positive effect on employee performance, meaning that there is an influence between the variables of promotion and employee performance at the Kolaka Regency Regional Revenue Agency. Due to good promotion, the employee members' performance at the Regional Revenue Agency of Kabupaten Kolaka will be fine too.

The influence of work experience variables on employee performance in the Regional Revenue Agency of Kolaka Regency

The results of testing the hypothesis (H2) have proven that there is an influence between work experience and employee performance. Through the results of the calculations that have been carried out, it is obtained that the t value is 1.257 with a significance level of 1.257, which is greater than 0.05, which means that the hypothesis in this study is accepted by Ha and rejected by Ho. This test statistically proves that work experience has a positive effect on employee performance, meaning that the work experience variable does not significantly affect employee performance at the Regional Revenue Agency of Kolaka Regency.

The influence of motivational variables on employee performance in the Regional Revenue Agency of Kolaka Regency

The results of testing the hypothesis (H3) have proven that there is an influence between motivation and performance in the Regional Revenue Agency of Kolaka Regency. Through the results of the calculations that have been carried out, it is obtained that the t value is 1.477 with a significance level of 1.477, which is greater than 0.05, which means that the hypothesis in this study is accepted by Ha and rejected by Ho. This test statistically proves that motivation has a positive effect on employee performance at the Kolaka Regional Revenue Agency, meaning that the motivational variable significantly influences employee performance at the Kolaka Regional Revenue Agency.

CONCLUSION

The conclusion in this study is that promotion, work experience, and motivation have a positive and significant effect on the performance of employees of the Kolaka Regency Regional Revenue Agency, improve the quality of service to the people of Kolaka district.

With an increase in promotion, work experience, and motivation on an ongoing basis, it will provide an explanation or understanding to employees at the Kolaka Regional Revenue Agency for the system to create good employee performance at the Kolaka Regional Revenue Agency.

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