

# The Effect of Work Ability, Work Training, and Work Motivation on The Work Achievement of The Sragen State Prosecutor's Employees

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## ABSTRAK

Kualitas sumber daya manusia merupakan aset perusahaan untuk menghasilkan kinerja optimal sehingga meningkatkan prestasi kerja karyawan. Tujuan penelitian untuk mengukur pengaruh kemampuan kerja, pelatihan kerja, dan motivasi kerja terhadap prestasi kerja karyawan Kejaksaan Negeri Sragen. Teknik pengambilan sampel menggunakan sampling jenuh. Teknik pengumpulan data menggunakan wawancara kepada karyawan bidang Kaur TU dan Kepegawaian Kejaksaan Negeri Sragen serta menyebarkan kuesioner berjumlah 54 karyawan. Teknik analisis data berupa analisis regresi linear berganda. Penelitian menunjukkan hasil kemampuan kerja, pelatihan kerja, dan motivasi kerja berpengaruh signifikan terhadap prestasi kerja karyawan Kejaksaan Negeri Sragen. Implikasi hasil penelitian ini bagi Kejaksaan Negeri Sragen sebaiknya meningkatkan kemampuan kerja yang berkaitan cepat menyelesaikan pekerjaan, pelatihan kerja yang berkaitan lama waktu pelatihan, serta motivasi kerja yang berkaitan pengakuan kinerja sehingga prestasi kerja karyawan meningkat.

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## ABSTRACT

The quality of human resources is a company asset to produce optimal performance so as to improve employee performance. The purpose of the study was to measure the effect of work ability, work training, and work motivation on the work achievement of the Sragen Public Prosecutor's Office employees. The sampling technique used was saturated sampling. Data collection techniques used interviews with employees of the Head of Department of Administrative and Bureaucratic Reform and the Public Prosecutor's Office of Sragen as well as distributing questionnaires totaling 54 employees. The data analysis technique is in the form of multiple linear regression analysis. The research shows that the results of work ability, work training, and work motivation have a significant effect on the work achievement of the Sragen Public Prosecutor's Office employees. The implications of the results of this research for the Sragen State Attorney's Office should improve work skills related to quickly completing work, work training related to the length of training time, and work motivation related to performance recognition so that employee work achievement increases.

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## 1. INTRODUCTION

Human Resources (HR) are productive individuals who work as drivers of an organization, both in agencies and companies that have a function as an important asset so that it is necessary to develop and train the capabilities of each individual. Human resource potential development is needed to improve the quality of human resources in the labour market. Human resources will continuously increase both in quantity and quality, thus influencing companies or government agencies in planning human resources according to the needs of companies or government agencies. Quality human resources will produce an optimal work result and can achieve the expected target so that employee performance will increase.

According to Hasibuan (2014) says that work achievement is a result of work that has been achieved by employees in carrying out and completing the tasks assigned to the employee based on responsiveness, sincerity, ability, and the time sacrificed so that it has an influence on achieving goals. organization. The results of employee performance can be seen from the achievement of employee performance. Therefore, employee work achievement is one of the important things to pay attention to because work achievement has an influence on the progress of the agency and the careers of the employees themselves. To achieve and improve employee performance optimally, government agencies must also be able to develop various kinds of employee needs, such as ability, training and work motivation.

Increasing employee performance optimally requires superior and good work skills. The employee's work ability will affect the employee's work achievement. Work ability is the capital contained in employees to carry out and complete various tasks at work. This ability is usually in the form of talents and interests that each employee has so that employees can carry out and complete tasks properly and precisely with optimal results. In addition, the ability of employees is also in the form of skills that need to be continuously improved. According to Arif et al. (2020) said expertise is a person's ability to do something specific, focused but dynamic and to learn it takes a certain time and can be proven with high abilities so as to improve work achievement. The ability of employees to work really requires work training held by the company or government agency.

According to Dessler (2015) training is a process of teaching the skills needed by new employees for the first time entering work in a company or employees who are in new job positions so that employees can do their jobs appropriately and according to superior orders. Training is a process in which the abilities and skills of each employee can be trained internally or externally depending on the company or government agency. Work training is held to achieve the development and improvement of employees' abilities in mastering their work so that work training will increase employee work motivation.

Employee work motivation is the emergence of a sense of work desire, because it is supported from within and outside the employee, with the aim that employees are able to work well and optimally and can improve employee performance. Motivation is behaviour or factors that influence employees to behave and behave towards their work. According to Subekti, J., Hamid, D. & Mukzam (2017) said that motivation is a process of influencing or encouraging from outside a person or work group so that employees are able to carry out something that has been determined. The existence of motivation within employees will also direct employees to be diligent, diligent and enterprising in completing work. The existence of the ability, training, and work motivation of employees will result in good employee performance so as to improve work achievement in companies or government agencies such as the Prosecutor's Office of the Republic of Indonesia.

The Prosecutor's Office of the Republic of Indonesia is a state institution that carries out state powers that are authorized in law enforcement and justice, especially in the field of prosecution. The Prosecutor's Office is led by the Attorney General who is elected by and responsible to the President. The Attorney General's Office, the High Prosecutor's Office, and the District Attorney's Office are

state powers, especially in the field of prosecution, all of which are a unified whole and cannot be separated. The District Attorney's Office is a public prosecutor's office that is domiciled in the capital, district or city and the jurisdiction covers the jurisdiction of the district/city, for example the Sragen District Attorney's Office.

The Sragen District Attorney is one of the government institutions that acts as law enforcement and is domiciled in the district or city of Sragen, Central Java. The Sragen District Attorney's Office is a type B District Attorney, where there is no supervision. The Sragen State Prosecutor's Office certainly has the hope of serving the community through simple, fast and low-cost case handling. So that in carrying out state power, it always strives to be efficient, effective in a sustainable, directed and comprehensive manner. The Public Prosecutor's Office of Sragen continues to develop and improve every year with the aim of being able to adapt to the new legislation and the expectations of the community, as well as the Public Prosecutor's Office of Sragen trying to carry out and complete tasks optimally and optimally. Therefore, the Public Prosecutor's Office of Sragen needs to do employee planning. The purpose of employee planning is to obtain qualified employees so that they can fulfill the needs and desires of the Sragen District Attorney's Office. In addition, the Public Prosecutor's Office of Sragen also tries to manage and develop its employees which aims to improve the intellectual and physical abilities of employees so that they are able to carry out their job duties better.

The researcher was interested and chose to do research at the Sragen District Attorney, from the results of interviews with several employees of the agency, namely at the Sragen District Attorney's office which concluded that the employees of the Sragen District Attorney's Office had good performance, this was supported by the awards that had been achieved by the Sragen District Attorney's Office. namely in the field of finance and the field of special crimes. In 2014 in the financial sector, the Sragen District Attorney was ranked second in terms of "Implementation of Reconciliation and Reporting of the 2013 Financial Year LPJ Treasurer within the Scope of the Sragen KPPN", then in 2018 the Sragen District Attorney also ranked first in terms of "Submission of LPJ Treasurer to the Sragen KPPN Scope". Therefore, in the financial sector, the Public Prosecutor's Office of Sragen has managed finances very well and responsibly so as to encourage them to improve their achievements in the future. In addition to the financial sector, the Sragen State Prosecutor's Office has also won awards related to the handling of corruption cases in the scope of Central Java. The award that has been achieved by the Public Prosecutor's Office of Sragen can provide an opportunity to improve the performance of the Public Prosecutor's Office of Sragen which is better to achieve mutual prosperity supported by the work achievement of employees.

According to research conducted by Rahmi & Aziz (2017) said that employee work achievement can be optimized by increasing work training in accordance with the field and position of each employee so that it can improve employee work abilities and employee awareness in completing tasks on time. Work training activities for employees of the Sragen District Attorney's Office were carried out at the Attorney General's Office and only certain employees received work training on a period basis. This training is called Badiklat (Education and Training Agency). The purpose of this Badiklat is to train and develop the mental and professional abilities of all units in the Attorney General's Office. In addition, the results of research conducted by Rahmi & Aziz (2017:25) show that work training has a significant effect on job performance. However, the results of this study are different from the research conducted by Wenas & Logor (2015) which shows that work training has no significant effect on job performance. Based on the results of previous studies, there are inconsistencies in the work training variables. Therefore, the researcher wants to do research again on the work training variable by adding the variables of work ability and work motivation. According to the results of research that has been carried out by Wahyuwulandani (2014) shows that work ability has a significant effect on work achievement. Then according to the results of research conducted by Sari (2019), work motivation has a significant effect on work achievement.

Therefore, it can be concluded that work ability and work motivation can affect employee performance.

Based on the background of the problem described above and the inconsistency of the results of previous studies, the researcher conducted a study entitled "The Effect of Work Ability, Work Training and Work Motivation on The Work Achievement of The Sragen State Prosecutor's Employees".

## **2. THEORETICAL FRAMEWORK**

### ***2.1. Work Achievement***

According to Listyanti & Dewi (2019) says that work achievement is a result that has been achieved by an employee in carrying out and being able to complete the tasks assigned or given to him based on skills, experience, and sincerity and time. Work achievement is a result obtained by an employee who has carried out the tasks assigned to him and completed with skill, sincerity, experience and sacrifice of time and is supported by motivation that comes from within and outside the employee. According to Sari (2019) said that there are several indicators that can be used in work achievement standards, namely: (1) the quality of work that can be seen and measured includes accuracy, thoroughness, skills and cleanliness; (2) the quantity of work that can be seen and measured includes routine output and non-routine output; (3) the reliability that can be seen and measured includes whether or not you can follow instructions, initiative ability, prudence and diligence; and (4) attitudes that can be seen and measured include attitudes towards the company, other employees, their work or duties and cooperation.

### ***2.2. Work Ability***

Work ability is something that is very important and must be owned by employees. Work ability affects employee performance in achieving organizational goals and work achievement achieved by employees. According to Wenas & Logor (2015) ability is the ability or potential of an individual to master expertise in performing or doing various tasks in a job or an assessment of one's actions. According to Robbins & Judge (2008) says that the overall ability of an individual basically consists of two groups of indicators including (1) intellectual ability (ability needed to perform various mental activities-thinking, reasoning, and solving problems) and (2) physical ability (ability to perform tasks that require stamina, skill, strength and similar characteristics). With good work skills, employees are able to carry out and complete their tasks or work in accordance with what is ordered by their superiors so that they will improve work achievement. This is supported by research by Wahyuwulandani (2014) which states that work ability has a significant effect on work achievement.

### ***2.3. Work Training***

Work training is given to employees to improve their knowledge and work skills according to their field of work so that it can affect the improvement of employee performance. According to Mangkunegara (2013) said that training is a short-term educational process that uses systematic and organized procedures in which non-managerial employees learn technical knowledge and skills for limited purposes. So that training plays a very important role in determining the effectiveness and efficiency in the organization as well as improving employee performance. According to Sofyandi (2008) said that the dimensions of employee training programs organized by the company for its employees can be effectively measured through the content of training, training methods, attitudes and skills of instructors, length of training time, and training facilities. The existence of work training activities can increase employee awareness in completing their work on time. This is supported by Putra (2015) which states that work training has a significant effect on job performance.

## 2.4. Work Motivation

Motivation is an impulse that comes from within oneself and from outside (friends, surroundings, experiences that have occurred) that makes us act to make a change for the better (Rubiyatno et al., 2020). According to Suwatno & Priansa (2013) said that motivation means encouragement, driving force, or force that causes an action or deed. According to Mangkunegara (2013) suggests that there are several techniques to motivate employees' work through employee needs fulfillment techniques including physiological needs, security needs, social needs or a sense of belonging, self-esteem needs, and self-actualization needs. The existence of motivation owned by each employee is able to optimize the results of the employee's work so that employee performance can be achieved and improved. This is supported by Sari (2019) which states that work motivation has a significant effect on work achievement.

## 3. METHODS

The type of research used by the researcher is census research because the entire population is used as the research sample. The dependent variable used in this study is work achievement (Y). The independent variables used in this study are work ability (X1), work training (X2), and work motivation (X3).

**Table 1. Variable Operational Definition**

No	Variable	Indicator	Statement
1.	<b>Work ability</b> is the capacity of an individual inborn or learned to perform and complete tasks and work (Robbins & Judge, 2008).	Intellectual ability	<ul style="list-style-type: none"> <li>● Educational work.</li> <li>● Application of knowledge and knowledge in completing work assignments.</li> <li>● Ability to understand and understand the assigned task or job.</li> </ul>
		Physical ability	<ul style="list-style-type: none"> <li>● Speed and responsiveness in completing work.</li> <li>● Readiness to work overtime in completing work.</li> </ul>
2.	<b>Work training</b> is a process of teaching skills needed by new employees for the first time entering work in a company or employees who are in new job positions so that employees can do their jobs properly and according to the orders of their superiors (Dessler, 2015).	Training content	<ul style="list-style-type: none"> <li>● Training programs according to the needs of employees' abilities.</li> </ul>
		Training method	<ul style="list-style-type: none"> <li>● Training methods are carried out directly in the workplace.</li> <li>● Training materials.</li> </ul>
		Attitude and skills	<ul style="list-style-type: none"> <li>● The attitude of the trainer helps the training activities.</li> <li>● Skills improve in carrying out the work.</li> </ul>
		Training time	<ul style="list-style-type: none"> <li>● The length of the training period is in accordance with the training activities.</li> </ul>
3.	<b>Work motivation</b> is the behavior and factors that influence employees to behave towards their work (Suwatno &	Physiological needs	<ul style="list-style-type: none"> <li>● Basic salary received by employees.</li> <li>● Benefits received by employees every month.</li> <li>● Office facilities such as air conditioning, computers and vehicles (motorcycles/cars).</li> </ul>
		Security needs	<ul style="list-style-type: none"> <li>● Freedom of expression in the office.</li> <li>● Employee welfare in old age.</li> <li>● Health insurance (Askes).</li> </ul>

Priansa, 2013).	Social needs	<ul style="list-style-type: none"> <li>• Caring attitude towards fellow employees.</li> <li>• Respect and appreciation for fellow employees.</li> <li>• Responsive attitude in helping fellow employees (cooperation).</li> </ul>
	Need for recognition or self-esteem	<ul style="list-style-type: none"> <li>• A sense of wanting to be appreciated or recognized.</li> <li>• High position status.</li> <li>• There is a sense of wanting to be praised for satisfying work achievements.</li> </ul>
	Self-actualization needs	<ul style="list-style-type: none"> <li>• There is development of knowledge and creativity.</li> <li>• Opportunities for training.</li> <li>• Opportunity for promotion.</li> </ul>
4. <b>Work achievement</b> 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 (Mangkunegara, 2013).	Work quality	<ul style="list-style-type: none"> <li>• Accuracy in doing work assignments.</li> <li>• Cleanliness.</li> <li>• Professional in doing the work assigned.</li> </ul>
	Working quantity	<ul style="list-style-type: none"> <li>• Accuracy in completing work assignments.</li> <li>• Discipline at work.</li> <li>• Routinely present at every job.</li> <li>• Willingness to carry out tasks outside the office.</li> </ul>
	Work reliability	<ul style="list-style-type: none"> <li>• Initiative.</li> <li>• Craft at work.</li> <li>• Pay attention to the little things related to work.</li> </ul>
	Work attitude	<ul style="list-style-type: none"> <li>• Discuss with colleagues in completing the work.</li> <li>• Receive criticism and suggestions from colleagues.</li> <li>• Help each other co-workers.</li> </ul>

Measurement of variables in this study using a Likert scale. The sampling technique used was saturated sampling, where all members of the population were used as research samples. The technique of collecting data in this research used an interview to one of the employees of the Public Prosecutor's Office of Sragen who worked in the field of TU and Staffing of the Public Prosecutor's Office of Sragen and distributed questionnaires to the employees of the Public Prosecutor's Office of Sragen totaling 54 employees. The instrument testing technique uses validity test (measuring instrument used to determine the integrity or validity of the question items in the questionnaire) and reliability (measuring instrument used to show the accuracy of the instrument in measuring concepts). The data analysis technique used (1) classical assumption test including normality test, multicollinearity test, heteroscedasticity test, and linearity test; (2) multiple linear regression analysis and (3) hypothesis testing (F test and t test).

## 4. RESULTS AND DISCUSSION

### 4.1. *Descriptive Analysis of Respondents Characteristics*

Descriptive analysis of respondent characteristics is used by researchers to obtain an overview of the respondents who will be the research subjects. The population studied in this study were all employees of the Public Prosecutor's Office of Sragen while the number of samples taken was 54 respondents. Based on the results of the data that has been obtained from filling out the questionnaire, the characteristics of the respondents are classified into several groups as shown in Table 2 below.

**Table 2. Descriptive Characteristics of Sragen State Attorneys Employees**

No.	Respondent's Identity	Groups	Number of People	Percentage
1.	Gender	Men	36	66,7%
		Women	18	33,3%
2.	Age	20 – 26 years	9	16,7 %
		27 – 36 years	17	31,5%
		37 – 46 years	15	27,8%
		≥ 47 years	13	24,0%
3.	Educational Level	Graduated from Senior High School	13	24,1 %
		Graduated from Academy D3	6	11,1%
		Graduated from Bachelor S1	31	57,4%
		Graduated from Postgraduate S2	4	7,4 %
		Graduated from Doctor S3	0	0%
4.	Length of Work	0 – 5 years	25	46,3%
		6 – 12 years	15	27,8%
		13 – 19 years	6	11,1%
		≥ 20 years	8	14,8%
5.	Field of Work	Coaching	18	33,3%
		Intelligence	6	11,1%
		General Crime	14	25,9 %
		Special Crime	5	9,3%
		Other	11	20,4%

Source: Processed primary data (2021)

Based on Table 2 above regarding the characteristics of respondents by gender, it shows that the gender of the Sragen Public Prosecutor's Office employees who are male as many as 36 people while female employees are 18 people. So it can be concluded that most of the employees of the Sragen District Attorney's Office are male. Meanwhile, the characteristics of respondents based on age showed that the age of the employees of the Sragen District Attorney's Office in the age range of 20-26 years was 9 people, the age range was 27-36 years as many as 17 people, the age range was 37 -46 years as many as 15 people, and age range 47 years as many as 13 people. So it can be concluded that most of the employees of the Sragen District Attorney's Office are in the age range of 27-36 years.

Meanwhile, the characteristics of the respondents based on their latest education showed that the Sragen District Attorney's office had 13 people with the latest high school education level, 6 people with a D3 education level, 31 people with a bachelor's degree last education, the last education level of S2 is 4 people. So it can be concluded that most of the employees of the Sragen District Attorney's Office have the latest education level of S1. Characteristics of respondents based on length of service showed that the length of service of the Sragen District Attorney's office ranging from 0-5 years was 25 people, 6-12 years was 15 people, 13-19 years was 6 years old. years, and a range of 20 years as many as 8 people. So it can be concluded that most of the employees of the Sragen District Attorney's Office range from 0-5 years. Meanwhile, the characteristics of the respondents based on the field of work showed that there were 18 employees of the Public Prosecutor's Office of Sragen, in the field of Intelligence as many as 6, in the field of General Crimes as many as 14 people. Special Crimes as many as 5 people, and in other fields as many as 11 people.

## 4.2. Instrument Testing

### 4.2.1. Validity Test

**Table 3. Results of Validity Test of Work Ability, Work Training, Work Motivation and Work Achievement**

Variable	Statement Items	r count	r table	Information
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Work Ability	1	0,747	0,2681	Valid
	2	0,748	0,2681	Valid
	3	0,780	0,2681	Valid
	4	0,701	0,2681	Valid
	5	0,717	0,2681	Valid
Work Training	1	0,677	0,2681	Valid
	2	0,716	0,2681	Valid
	3	0,837	0,2681	Valid
	4	0,758	0,2681	Valid
	5	0,624	0,2681	Valid
	6	0,772	0,2681	Valid
	7	0,777	0,2681	Valid
Work Motivation	1	0,546	0,2681	Valid
	2	0,623	0,2681	Valid
	3	0,399	0,2681	Valid
	4	0,632	0,2681	Valid
	5	0,601	0,2681	Valid
	6	0,769	0,2681	Valid
	7	0,653	0,2681	Valid
	8	0,646	0,2681	Valid
	9	0,664	0,2681	Valid
	10	0,550	0,2681	Valid
	11	0,679	0,2681	Valid
	12	0,674	0,2681	Valid
	13	0,708	0,2681	Valid
	14	0,720	0,2681	Valid
	15	0,810	0,2681	Valid
Work Achievement	1	0,774	0,2681	Valid
	2	0,653	0,2681	Valid
	3	0,650	0,2681	Valid
	4	0,642	0,2681	Valid
	5	0,638	0,2681	Valid
	6	0,623	0,2681	Valid
	7	0,377	0,2681	Valid
	8	0,477	0,2681	Valid
	9	0,698	0,2681	Valid
	10	0,700	0,2681	Valid
	11	0,678	0,2681	Valid
	12	0,699	0,2681	Valid
	13	0,636	0,2681	Valid

Source: Processed primary data (2021)

Based on Table 3 above, it can be seen that the calculated  $r$  value of the five statement items on the variables of work ability, work training, work motivation and work achievement is entirely greater than the value of  $r$  table, so it is declared valid so that it can be interpreted as a variable of work ability, work training, work motivation. and work achievement can be measured by using the statement items in the questionnaire.

#### 4.2.2. Reliability Test

**Table 4. Reliability Test Results**

No	Variable	Cronbach's Alpha	Information
1.	Work Ability	0,769	Reliabel
2.	Work Training	0,859	Reliabel



3.	Work Motivation	0,893	Reliabel
4.	Work Achievement	0,856	Reliabel

Source: Processed primary data (2021)

Based on Table 4 above, it can be seen that each Cronbach's Alpha value on the variables of work ability, work training, work motivation and work achievement is greater than 0.60 or above 0.60. Therefore, it was concluded that the instrument items in the questionnaire were declared reliable.

### 4.3. Classic Assumption Test

#### 4.3.1. Normality Test

Based on Table 5 below, it is known that the significance value (Asymp.Sig. 2-tailed) is 0.200, it can be concluded that the residual value is normal, because the significance value is  $0.200 > 0.05$ .

**Table 5. Normality Test Results (Sample Kolmogorov-Smirnov Test)**

Standardized Residual	N	Kolmogorov-Smirnov Z	Asymp.Sig (2-tailed)	Sig. *Critical	Information
Model	54	0,105	0,200	0,05	Normal

Source: Processed primary data (2021)

#### 4.3.2. Multicollinearity Test

**Table 6. Multicollinearity Test Results**

Independent Variable	Dependent Variable	Tolerance	VIF Value	VIF *Critical	Information
Work Ability	Work Achievement	0,761	1,315	10	There is no multicollinearity
Work Training		0,676	1,480	10	There is no multicollinearity
Work Motivation		0,673	1,485	10	There is no multicollinearity

Source: Processed primary data (2021)

Based on Table 6 above, it is known that the variables of work ability, work training and work motivation have a tolerance value  $> 0.10$  and a VIF value  $< 10.00$  so it can be concluded that there is no multicollinearity problem between the independent or independent variables.

#### 4.3.3. Heteroscedasticity Test

Based on Figure 1 above, it can be seen that the points spread above and below the number 0 on the y-axis and do not form a certain pattern. So it can be concluded that the independent variable above does not experience heteroscedasticity, so it can be used in predicting work achievement based on the input of independent variables, namely work ability, work training and work motivation.

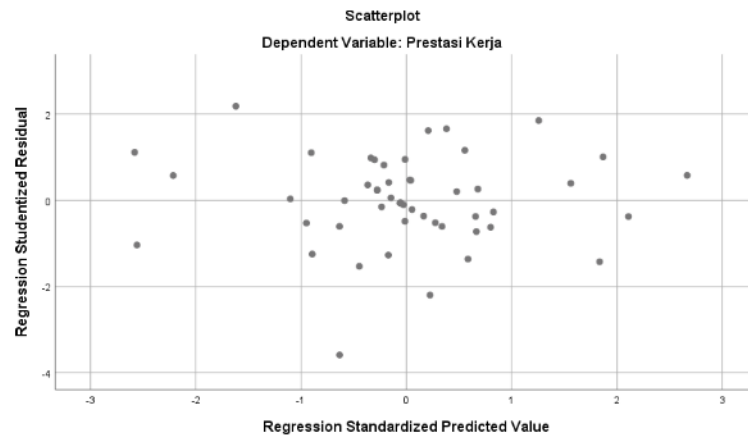


Figure 1. Heteroscedasticity Test Results

Source: Processed primary data (2021)

4.4. Multiple Linear Regression Analysis

Table 7. Multiple Linear Regression Analysis

Independent Variables	Dependent Variables	Unstandardized Coefficients			
		B	Std.error	t	Sig
(Constant)		7.496	4.643	1.615	.113
Work Ability	Work Achievement	.454	.186	2.440	.018
Work Training		.487	.161	3.032	.004
Work Motivation		.366	.082	4.487	.000

Source: Processed primary data (2021)

Based on Table 7 above, multiple linear regression equations can be formed as follows:

$$Y = 7,496 + 0,454 X_1 + 0,487 X_2 + 0,366 X_3$$

Information:

Y : Work Achievement

X<sub>1</sub> : Work Ability

X<sub>2</sub> : Work Training

X<sub>3</sub> : Work Motivation

4.5. F Uji test

Based on the calculation of Table 8 above, it is known that the Fcount value is 31.472 > Ftable is 2.79 with a significance value of 0.000. So, it can be said that Ho is rejected and Ha is accepted. The conclusion is that work ability, work training, and work motivation simultaneously affect the work achievement of the Sragen State Attorney's Office employees.

Table 8. F Test Results ANOVA

Model	Sum of Square	Df	Mean Square	F	Sig
1 Regression	892.539	3	297.513	31.472	.000 <sup>b</sup>
Residual	472.664	50	9.453		
Total	1365.204	53			

Source: Processed primary data (2021)

4.6. t Test

**Table 9. t Test Results**

Model	Unstandardized Coefficient		t	Sig
	B	Std. Error		
(Constant)	7.496	4.643	1.615	.113
Work Ability	.454	.186	2.440	.018
Work Training	.487	.161	3.032	.004
Work Motivation	.366	.082	4.487	.000

Source: Processed primary data (2021)

Based on the calculations in Table 9, it is known that the t count on the work ability variable is  $2.440 > 2.009$  with a significance value of 0.018. Then the work training variable is  $3.032 > 2.009$  with a significance value of 0.004. While the work motivation variable is  $4.487 > 2.009$  with a significance value of 0.000. So, it can be said that  $H_0$  is rejected and  $H_a$  is accepted. The conclusion is that work ability, work training and work motivation partially have a significant effect on the work achievement of the Sragen State Attorney's Office employees.

#### 4.7. Coefficient of Determination

**Table 10. The Result of Calculation of the Coefficient of Determination**  
**Model Summary**

Model	R	R Square	Adjusted RSquare	Std. Error of the Estimate
1	.809 <sup>a</sup>	.654	.633	3.075

a. Predictors: (Constant), Work Motivation, Work Ability, Work Training

b. Dependent Variable: Work Achievement

Source: Processed primary data (2021)

Based on Table 10, the coefficient of determination ( $R^2$ ) is known to be the coefficient of determination ( $R^2$ ) of 0.633 or 63.3%. This can be interpreted as 63.3% of work achievement is influenced by work ability, work training, and work motivation. While 36.7% is influenced by other variables not examined in this study.

#### 4.8. Discussion

##### 4.8.1. *The Influence of Work Ability, Work Training, and Work Motivation on Work Achievement*

Based on the results of the simultaneous test or F test, it shows that the results of F count  $>$  F table ( $31.472 > 2.79$ ) with a significance value of 0.000. From these results, it can be interpreted that the variables of work ability, work training, and work motivation simultaneously affect the work achievement of the employees of the Sragen District Attorney's Office. This proves that the increasing work ability, work training, and work motivation of each employee in terms of carrying out and completing work will also have an effect on increasing work achievement to be achieved and obtained by employees.

##### 4.8.2. *The Influence of Work Ability on Work Achievement*

Based on the results of hypothesis testing, it shows that work ability affects the work achievement of the Sragen State Attorney's Office employees. This is indicated by the value of t count which is greater than the value of t-table, namely  $2.440 > 2.009$  with a significance value of 0.018. This is also in line with research conducted by Wahyuwulandani (2014) that work ability partially affects work achievement. This can show that employees who have good work skills are able to improve work achievement, because they are supported by education that is

in accordance with the field of work, have knowledge and knowledge that can be applied in work, are able to understand and understand every job assigned by their superiors, the attitude fast and responsive in completing work, and having a willing attitude in terms of working overtime to complete the work, so as to have a positive impact on the achievements that will be achieved by the employees of the Sragen District Attorney's Office.

#### **4.8.3. *The Effect of Work Training on Work Achievement***

Based on the results of hypothesis testing, it shows that work training has an effect on the work achievement of the employees of the Sragen District Attorney's Office. This is indicated by the t count value obtained which is greater than the t table value, which is  $3.032 > 2.009$  with a significance value of 0.004. This is in line with research conducted by Putra (2015) that work training variables affect work achievement variables, so that if training increases, work achievement will also increase. Employees who take part in training regularly and well implemented are able to improve work achievement. This is supported by the training programs held by the agency, the training methods used in training activities, the training materials provided to the trainees, the enthusiasm and motivation of the training facilitators, the length of time the training takes place, support from facilities for training activities, so that it will have a positive impact for employees to improve the work achievement of the Public Prosecutor's Office of Sragen.

#### **4.8.4. *The Influence of Work Motivation on Work Achievement***

Based on the results of hypothesis testing, it shows that work motivation has an effect on the work achievement of the Sragen State Attorney's Office employees. This is indicated by the t count obtained which is greater than the t table value, which is  $4.487 > 2.009$  with a significance value of 0.000. This is in line with research conducted by Sari (2019) that there is an influence of work motivation variables on work achievement variables. This proves that work motivation will increase if the physical, security, social, recognition and self-actualization needs are well met. So that it will have a positive impact on employees in improving the work achievement of the employees of the Sragen District Attorney's Office.

## **5. CONCLUSIONS AND RECOMMENDATIONS**

### **5.1. *Conclusions***

Based on the results of the research and analysis of the data discussion that has been carried out, it can be concluded that work ability, work training and work motivation have a significant effect on the work achievement of the Sragen District Attorney's office.

### **5.2. *Recommendations***

Based on the research and results of data analysis described above, the researchers provide several suggestions for consideration by the agency and further research as follows:

1. For Sragen State Attorney

Based on the results of the research that has been done, the researcher shows that work ability, work training, and work motivation affect the work achievement of the Sragen District Attorney's Office. Therefore, the researcher gives suggestions for the Sragen District Attorney as follows:

- a. The Public Prosecutor's Office of Sragen should pay more attention to and improve the work ability related to the speed and responsiveness of employees in completing each job and the willingness of employees to work overtime to complete the work

so that it has a positive impact on good work results so that the quality of the Public Prosecutor's Office of Sragen will also increase.

- b. The Public Prosecutor's Office of Sragen should further improve work training related to the length of training time so that when employees participate in training activities, they will have a sense of seriousness and high curiosity.
  - c. The Public Prosecutor's Office of Sragen should further increase work motivation related to the recognition of employee performance, so with the attitude of acknowledging, appreciating and respecting the performance of each employee, it can make employees more active and maximal in their work so as to realize good goals for the Public Prosecutor's Office of Sragen.
2. For Further Researchers

Based on the results of the coefficient of determination of 0.633 (63.3%) it means that work achievement is influenced by work ability, work training and work motivation while 36.7% is influenced by other independent variables, then the next researcher can add or re-examine with other variables such as the environment work, leadership style, job satisfaction, compensation system, physical condition of the job, and others that aim to influence employee performance improvement.

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