

## THE INFLUENCE OF HUMAN RESOURCE QUALITY AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE AT CV. BUMI ADIL IN KEC.TEGINENENG KAB.PESAWARAN

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**Abstract.** *Human Resources (HR) has a very important role as the potential for all company activities. The success of an organization or organization is influenced by employee performance or the work achieved by an employee in performing tasks in accordance with the responsibilities given to him. Human resources have a very strategic position in the organization, which means that the human element plays an important role in carrying out activities to achieve goals. The better the quality of human resources in a company, the higher the competitiveness of the company against other companies. The human resource management system is very important for the effectiveness of running activities or sustainability in a company. Good and maximum HR management will provide maximum employee performance output.*

*Another factor that is believed to contribute to high and low performance is compensation for employees. Employees will tend to show their best performance if the organization pays proper attention and meets the needs of employees. The purpose of this research is to find out: 1. The effect of infrastructure facilities on employee performance 2. The effect of compensation on employee performance 3. The effect of infrastructure facilities and compensation together on the performance of UPTD employees of the PSDA Service Region I Pringsewu.*

*This research uses descriptive quantitative research methods, namely research methods that use data in the form of numbers in analyzing the facts found which aim to determine the relationship between variables in a population. The analysis used is simple and multiple regression. This study used 47 respondents.*

*Based on the results of data analysis, the answers to the hypotheses are found, namely as follows; There is an influence of Infrastructure Facilities (X1) on Performance (Y) at UPTD Dinas PSDA Region I Pringsewu, with an influence level (R-square) of 69.8%. There is an influence of Compensation on Performance at UPTD Dinas PSDA Wilayah I Pringsewu with an influence level of 88%. There is an influence of Infrastructure Facilities and Compensation together on Performance at UPTD Dinas PSDA Wilayah I Pringsewu, with an influence level of 89.2%.*

**Keywords :** *HR Quality, Motivation, Employee Performance.*

## PENGARUH KUALITAS SUMBER DAYA MANUSIA DAN MOTIVASI KERJA TERHADAP KINERJA KARYAWAN PADA CV. BUMI ADIL DI KEC.TEGINENENG KAB.PESAWARAN

**Abstrak.** Objek peneiltian pada CV.B umi Adil di Kec Tegineneng Kab.Pesawaran Lampung berlokasi di Jalan Raya Tegineneng . Penelitian ini bertujuan untuk mengetahui pengaruh kualitas Sumber Daya Manusia dan Motivasi terhadap kinerja karyawan .CV.Bumi Adil. Penelitian ini menggunakan survei dengan menyebarkan kuesioner berbentuk pernyataan dengan tingakt pesetujuan responden dengan menggunakan skal likert 1 sampai 5 disebarkan kepada responden dengan jumlah sampel 25 yang terdiri dari karyawan CV.Bumi Adil.

Hasil penelitian menunjukkan bahwa Kualitas SDM berpengaruh positif terhadap kinerja karyawan dibuktikan dengan R square koefisien korelasi determinasi kualitas sumber daya manusia terhadap kinerja karyawan sebesar 74,6 % dan berdasarkan data motivasi berpengaruh positif terhadap kinerja pegawai dibuktikan dengan R.square sebesar 87,6 % perubahan variabel kinerja karyawan (terikat) mampu dijelaskan oleh variabel Motivsi kerja Sedangkan perubahan variabel terikat kinerja pegawai mampu dijelaskan oleh variabel Kualits SDM dan Motivasi dengan hasil uji secara simultan ,Motivasi dan Tunjangan penghasilan berpengaruh positif dan signifikan terhadap kinerja pegawai dengan hasil uji F sebesar 88,9 % dan sisanya sebesar 11,1 % di jelaskan oleh faktor lain yang tidak dilakukan dalam penelitian ini . dipengaruhi oleh faktor lain yang tidak dilakukan dalam penelitian ini.faktor-faktor lain tersebut misalnya lingkungan kerja, konpetensi, pengembangan karir dan lain-lain.

**Kata kunci :** *Kualitas SDM, Motivasi , Kinerja Karyawan.*

## INTRODUCTION

In the era of globalization and rapid technological development, the quality of human resources (HR) is one of the key factors that determine the competitiveness of the organization. Qualified human resources are not only able to carry out their duties and responsibilities effectively and efficiently, but also play a role in creating innovation and providing added value to the organization. Therefore, modern companies strongly emphasize the importance of HR development as the main strategy in achieving organizational goals. The quality of HR covers various aspects, including competence, skills, knowledge, and work attitude. According to High competence allows employees to work more productively and provide optimal results. In addition, HR who have a positive work attitude will be more motivated to achieve organizational goals and contribute to a conducive work environment.

This study aims to examine the effect of HR quality and work motivation on employee performance in the company. By understanding the relationship between these three variables, it is expected to provide useful recommendations for companies in developing more effective HR management strategies. This research is also expected to contribute to the literature of HR management and work motivation, and become a reference for future studies. HR quality can be defined as the overall characteristics and competencies possessed by individuals in the organization that enable them to carry out their duties and responsibilities effectively and efficiently. This quality includes various aspects such as knowledge, skills, abilities, attitudes, and values relevant to the job. Knowledge Explanation: Knowledge is the information and understanding possessed by individuals regarding a particular field. Knowledge can be acquired through formal education, training, work experience and self-learning. Skills Explanation: Skills are the practical abilities possessed by individuals to carry out specific tasks. Skills can be job-specific

technical skills or soft skills such as communication and leadership. Abilities Explanation: Abilities are an individual's general capacity to perform various tasks. These abilities are often more innate and include cognitive, physical and interpersonal abilities. Attitude Explanation: Attitude reflects an individual's feelings and views towards work, co-workers, and the organization as a whole. A positive attitude can increase motivation and work productivity. Values Explanation: Values are principles or standards of behavior that individuals consider important. These values influence how individuals make decisions and act in the work environment.

Data concerning the quality of human resources can be in the form of education, work experience, interpersonal skills, and individual motivation. employee education data can provide information about the formal educational background possessed by the individual. such as formal education in the form of the last level of education that has been completed, the educational institution taken, and the field of study or major taken, the table below shows the formal education path taken by employees at CV. Bumi Adil in Tegineneng District, Pesawaran Regency in 2024.

Table 1  
Formal Education Available at CV. Bumi Adil in 2024

No	Education	Departement	Number	Description
1	S1	Civil Engineering	1 Orang	Supervision
2	S1	Accounting	1 Orang	Finance Department
3	Diploma Perpajakan	Taxation	1 Orang	Taxation Section
4	SMK	Vocation Building	12 Orang	Field Section
5	SMA	IPA dan IPS	10 Orang	Field Section

Sumber : CV. Bumi Adil Data Year 2024

Below is data on training to improve human resources in order to support the implementation of work in the field:

Table 2  
Training to Improve the Quality of Human Resources in 2023

No	Materi Pelatihan	Jumlah Peserta	Target	Persentase Realisasi
1	Data Processing and Administration of Financial Documents	1 employee	So that employees are able and proficient in processing data	46 %
2	Building Construction Training	10 employees	All employees can work in accordance with the SOP	40 %
3	About asphalt and road construction	13 employees	Employees are able to work optimally about good paving	30 %

Sumber : CV. Bumi Adil in 2024.

The data above shows that the training carried out by employees is very minimal and has not reached the desired target seen from the results of training that has been carried out only reaching 30%, this indicates the need to improve the quality of Human

Resources in the field of ability or skills.

Innovation and Development outstanding employees often bring new ideas and innovations that encourage the development and growth of the company. Morale and Motivation good employee performance can affect the morale of the team as a whole. When employees see their peers recognized and appreciated, this can increase motivation and morale. Employee performance appraisal is the process of evaluating how an employee performs their duties and responsibilities. This process includes several important stages, Goal setting sets clear and specific objectives for each employee to guide their performance. Performance measurement uses objective and relevant performance indicators to assess employee work results. Feedback provides constructive feedback to employees on strengths and areas that need improvement. Continuous evaluation conducts periodic performance evaluations to monitor progress..

Similarly, CV Bumi Adil, which is a company engaged in contractor services, housing developers and road construction in Lampung Province, whose development is highly dependent on the loyalty of existing consumers and the addition of new consumers, considers that the services provided by each employee to consumers will provide maximum satisfaction for consumers to return to using the company's services and products.

Table 3

Achievement of Construction Services Performance CV. Bumi Adil Year 2024

No	Performance Indicator	Target	Realization	Percentage
1	Service to Service User Consumers	100 %	50 %	50 %
2	Improving Construction Quality	100 %	50 %	50 %
3	Increasing Customer Satisfaction	100 %	50 %	50 %

Source Data : CV Bumi Adil Year, 2024.

The table above shows that in 2024 there is one performance indicator that has not met the target as expected, namely service user customer service of 50%. Based on the data above, it can be stated that the performance of CV. Bumi Adil employees is not optimal.

## THEORETICAL BASIS

### *Infrastructure Facilities*

Based on the Regulation of the Minister of Home Affairs Number 11 of 2007 concerning Standardization of Local Government Work Facilities and Infrastructure, it states that work facilities are facilities that directly function as supporting the process of local government administration in achieving set goals, including; office space, work equipment, and official vehicles. Work infrastructure is a facility that indirectly functions to support the implementation of an apparatus work process in improving performance in accordance with its duties and responsibilities, such as office buildings, office houses and agency houses (Fransiska 2014).

Based on the ministerial regulation, what is meant by facilities and infrastructure are facilities that directly or indirectly function as a process of organizing local government in achieving predetermined goals. According to Mulyasa, infrastructure facilities are equipment and supplies that are directly used and support the work process, such as buildings, rooms, desks, and office stationery. Based on these two opinions, what is meant by facilities and infrastructure focuses more on work equipment and other components that support the work process.

Translated with DeepL.com (free version) (Yama and Setiyani 2016).

### *Compensation*

Basically, humans work to earn money to meet their needs. For this reason, an employee begins to appreciate hard work and increasingly shows loyalty to the organization and that is why the organization rewards employee performance by providing compensation. Mathis and Jackson, stated that one of the management ways to improve work performance, motivate and improve employee performance is through compensation (Jufrizen 2015).

Mangkunegara defines compensation as something that employees receive in exchange for their service contributions to

the organization. Compensation, which means appreciation, is not only in the form of providing wages / salaries, but can also be in the form of other non-financial awards, namely a desire that comes from egoistic needs that can be realized with praise or gifts and announced to colleagues (Lestari and Widiandhono 2019).

Moekijat stated that compensation provided by the organization is very meaningful for employees as individuals because the amount of compensation reflects the size of the value of their work among the employees themselves, their families and society. Thus it can be said that compensation can be broadly defined as all forms of appreciation both financial and non-financial in nature that occur as part of the employment relationship. For workers, compensation is simply a certain amount of money and benefits, as well as various kinds of rewards that can be spent to buy necessities (Efendi, Ahiruddin, and Bambang 2022).

Compensation according to Handoko is a form of remuneration or reward in the form of money in the form of course which includes allowances as well as the possibility of deductions imposed on him where it has been adjusted for the level of ability and responsibility as well as the ability of the risks faced in doing the job (Zulfanni and Nugraha 2021).

### ***Employee Performance***

Mathis and Jackson define that performance is basically what employees do or do not do (Jufrizen 2015). Typical employee performance for most jobs includes the following elements: quantity of results, quality of results, accuracy of time of results, attendance, ability to work together.

Hasibuan, states that work performance or performance is a result of the work achieved by a person in carrying out the tasks assigned to him which is based on skills, experience, and seriousness and time (Buulolo, Dakhi, and F.Zalogo 2021). Work achievement or

performance is a combination of three important factors, namely, the ability and interest of a worker, the ability and acceptance of the explanation of task delegation, and the role and level of motivation of a worker (Hendra 2020).

Performance is the result of work related to organizational goals, such as quality, efficiency, and other effectiveness criteria (Mahardita 2017). It is also said that employee performance is a function of the individual and the organization. In other words, it is also mentioned as a combination of psychological perspectives that contain individual contributions and sociological ones that contain organizational frameworks.

The measure of success cannot be equated with one individual to another. The success achieved by individuals is based on applicable measures and is tailored to the type of work, as explained by As'ad that performance is the result achieved by a person according to the measures and standards that apply to the job in question (Najib 2019). Thus it can be said that performance is the level of success of a person in carrying out work.

This statement is in line with what is expressed by Miner in Hasibuan, who defines performance as an extension of the meeting of individuals and expectations of what individuals should do in relation to a role (Sintami, Patimah, and .2022). If the expectations only expose abstractness and vagueness, then the individual does not know exactly what he or she expects so the result is a dual role. If the expectations of two or more individuals are different, the individual who holds a job and excels will have a different way of thinking from other individuals in dealing with role conflict

### **RESEARCH METHODS**

The research was conducted at CV. Bumi Adil in Tegineneng District, Pesawaran Regency.

Sugiyono explains population as a generalization area consisting of objects or

subjects that have certain qualities and characteristics set by researchers to study and then draw conclusions (Prastya, Arifin, and Trisnowati 2020). This definition shows that the population can be people, objects, or events that have certain similarities that are considered relevant to the research. The population to be researched is the entire object or subject being studied as many as 26 people. Arikunto explains that the sample size is the number of individuals or units taken from the population to be sampled in the study. Determining the right sample size is an important step in research planning, because it can affect the validity and reliability of the research results (Dzikra 2020). If the population members are greater than 100 people, sampling can be done by taking a sample of 10% to 25% of the population members, but if the population members are less than 100 people, then the sample can be taken from the entire population, while the total number of employees is 26 people with the basis of this theory, the researchers used a sample of 26 people reduced by researchers to 25 people.

The analytical tools used are validity test, reliability test, normality test, multiple linear regression test, F test, T test and coefficient of determination test.

## RESEARCH RESULTS

Based on the research results, the X1 variable T test data is obtained as follows:

Table 4. X<sub>1</sub> variable T test results

Coefficients <sup>a</sup>				
Unstandardized Coefficients		Standardized Coefficients	t	Sig.
B	Std. Error	Beta		
1.709	3.720		.460	.650
.961	.117	.863	8.211	.000

a. Dependent Variable: Kinerja

Sumber : Data diolah, 2024.

Testing the effect of human resource quality partially on the performance of CV.Bumi Adil employees in Tegineneng District, Pesawaran Regency using the t test, assuming the value of t count > t table

then Ho is accepted and Ha is accepted.

The calculated t value for the human resource quality variable is 8.211 with a constant of 460, in the t table with df 22 and a significant level of 0.05 obtained 1.717, because t count > t table is 8.211 > 1.717 then Ha is accepted with a significant level of 0.00 with a description is 0.00 which means probabilitas 0.00 less than 0.05 then Ha is accepted meaning that the quality of human resources affects employee performance.

Based on the results of the X2 variable T test research as follows:

Table 5. T-test results of variable X<sub>2</sub>

Coefficients <sup>a</sup>						
		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	13.639	5.610		2.431	.023
	Motivasi	.581	.176	.567	3.301	.003

a. Dependent Variable: Kinerja

Sumber : Data diolah, 2024.

Testing the effect of work motivation partially on the performance of CV.Bumi Adil employees in Tegineneng District, Pesawaran Regency using the t test, assuming the value of t count > t table then Ho is rejected and Ha is accepted. The t value calculated for the work motivation variable is 3.301 with a constant of 2.431, in the t table with df 22 and a significant level of 0.05 obtained 1.717, because t count > t table, namely 2.431 > 1.717, Ha is accepted with a significant level of 0.00 with a description is 0.00 which means that the probability of 0.00 is less than 0.05, so Ha is accepted, meaning that work motivation affects employee performance.

Based on the results of the study, the results of simultaneous hypothesis testing were obtained as follows :

Table 6. F test results

ANOVA <sup>a</sup>					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	544.882	2	272.441	98.067	.000 <sup>b</sup>
Residual	61.118	22	2.778		
Total	606.000	24			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), Motivasi, Kualitas SDM

Sumber : Data diolah, 2024.

From the anova table above or the F test obtained, F count of 98.067 is much



greater than the F table 3.443 or F count > F table, namely  $98.067 > 3.443$  with a significant level of 0.000 smaller than 0.05, then  $H_0$  is rejected  $H_a$  is accepted, it can be said that the human resource quality variable and the work motivation variable together or simultaneously have a positive and significant effect on the performance of CV.Bumi Adil employees in Kec.Tegineneng Kab.Pesawaran.

Based on the results of the study obtained data on multiple linear regression calculations of human resource quality variables (X1) and work motivation variables (X2) on the performance of CV.Bumi Adil employees in Tegineneng District Pesawaran Regency as follows:

Table 7. Multiple Linear Regression Test Results

Coefficients <sup>a</sup>					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	1.409	2.182		.645
	Kualitas SDM	.260	.115	.304	.034
	Notivasi	.633	.127	.673	.000

a. Dependent Variable: Kinerja  
Sumber : Data diolah, 2024.

Based on the table above, a multiple regression model can be made: 1. Every increase in the human resource quality variable by one point, employee performance will increase by 0.260 units, 2. Every increase in the work motivation variable by one point, employee performance will increase by 0.633 units,

Table 8. The results of the coefficient of determination test

Model Summary R square Hasil SPSS versi 23				
Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.948 <sup>a</sup>	.899	.890	1.667

a. Predictors: (Constant), Notivasi, Kualitas SDM  
Sumber : Data diolah, 2024.

From the table above, it can be seen that the R square result is 0.899 (88.9%) changes in employee performance variables (bound) can be explained by the

variables of human resource quality and work motivation (independent) while the remaining 11.1% is explained by other factors not carried out in this study.

## CONCLUSION AND IMPLICATION

### CONCLUSION

Based on data analysis and discussion in the previous chapter, the following conclusions are obtained: 1. There is an influence of the quality of human resources (X1) on employee performance (Y) where employees at CV.Bumi Adil in Kec.Tegineneng Kab.Pesawaran are proven by partial hypothesis testing through the t test obtained the t value of human resource quality on employee performance of  $8.211 > t$  table 1.717, 2. 2. There is an influence of work motivation (X2) on employee performance (Y) where employees at CV.Bumi Adil in Kec.Tegineneng Kab.Pesawaran are proven by partial hypothesis testing through the t test obtained the t value of human resource quality on employee performance amounting to  $2.431 > 1.717$ , 3. 3. There is an influence of human resource quality and work motivation together on the employees of CV.Bumi Adil in Kec.Tegineneng Kab.Pesawaran as evidenced by the results of the calculation of F table 3.443 or F count > F table that is  $98.067 > 3.443$  with a significant level of 0.000 smaller than 0.05 then  $H_0$  rejected  $H_a$  accepted it can be said that the human resource quality variable and the work motivation variable together or simultaneously have a positive and significant effect on employee performance.

### IMPLICATION

Based on the results of the research above, the implications for the future can be formulated as follows: 1. Technical training to improve the ability to prepare financial reports to follow up on the need for continuous training in order to increase the ability of employees in the financial sector to become professional and proportional, 2. Increasing additional

employee salaries in order to increase employee motivation to work harder and innovate and be creative, 3. Completion of work adjusted to predetermined targets and check and check the results of work in accordance with existing SOP.

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