

Research article

The Effect of Communication, Competency, Work Ethic and Work Motivation to Performance (Case on Inspecture office, Mentawai Island Regency, West Sumatera, Indonesia)

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ABSTRACT

This study aims to determine the effect of communication, competence, work ethic and work motivation on the performance of the Inspectorate of the Mentawai Islands District. This research is motivated by the lack of communication between all employees, between employees and superiors, there are still employees who have low ability or competence, there are still employees who carry out tasks not on time which triggers the low work ethic of employees at work, as well as the lack of employee motivation in working within the Inspectorate of the Mentawai Islands District.

This type of research uses a quantitative approach with multiple linear regression methods. Data collection techniques using questionnaires, observation and interviews. Respondents of this study were 42 employees of the Inspectorate of Mentawai Islands District. The sampling method uses the total sampling method in which the entire population in this study is used as the research sample. Hypothesis testing is calculated using the IBM Statistical Package for Social Science (SPSS) program version 24.0.

From the results of this study it was found that partially communication has a significant effect on employee performance, competence has a significant effect on employee performance, work ethic has a significant effect on employee performance, work motivation has a significant effect on employee performance and communication, competence, work ethic and work motivation together have a significant effect on the performance of the Inspectorate of Mentawai Islands District employees.

Keywords: *communication, competence, work ethic, work motivation, employee performance.*

I. INTRODUCTION

1.1. Background Problem

The ultimate goal to be achieved by the organization is the maximum performance of each employee. High performance is expected from employees not only at the top leadership level, but also at middle and lower management. Therefore, organizational performance improvements must cover all levels of the organization. Good performance in an organization results from the quality of its employee resources. With the increased

quality of human resources, the performance of an organization will run well, otherwise the quality of human resources that is decreased or inadequate causes the running of the organization to be bad or unhealthy.

The success or failure of an agency is usually indicated by the agency's ability to manage its human resources. Human resources are one of the organizational elements that have an important role in organizational activities. One of the ways that organizations do in dealing with work demands is to empower and explore all the potential of their human resources to the fullest.

The Regional Inspectorate is a government agency that carries out the functions of supervision and inspection. The selection of the Mentawai Islands Regency Inspectorate as the focus of research is based on the decline and instability of institutional performance achievements in 2018, 2019 and 2020 which is related to the previous explanation, that of the many resources owned by the organization, human resources are seen as an energy source that plays an important role. for life. Human resources can make an organization run efficiently, while other resources are dependent because they only utilize human resources. Therefore, human resources must be managed professionally in order to make an optimal contribution to the achievement of organizational goals.

Factors that must be considered by the agency in maintaining employee performance so that it runs well is to pay attention to the communication that exists in the employee's work environment, the competence and work ethic of the employee and to provide encouragement or work motivation to employees so that the results of the agency's performance can be more optimal.

In addition to communication, another important aspect to consider is employee competence. According to Wibowo (2013), competence is one of the factors that can affect performance. With the competence can facilitate the movement of the organization in realizing a healthy work culture, and with the support of adequate competence can improve the performance of employees and agencies.

So, competence is a basic characteristic of each individual covering aspects of knowledge, skills and work attitudes that enable a person to provide superior performance in his work. Competence is an ability based on skills and knowledge supported by an attitude that refers to the specified job requirements (Sutrisno, 2011). Mc. Lelland in (Moeheriono, 2012), competence is a basic characteristic of personnel which is a determining factor for a person's success or failure in completing work in certain situations. Employee competence is important to be considered by every organization, in this case employees are the main factor in the work process which will ultimately make the overall performance of the agency run well or poorly. Employees can cooperate with other employees in order to achieve satisfactory performance targets for the agency.

In addition to paying attention to communication and competence, an employee's work ethic is also one of the factors that influence employee performance in an agency. Sinamo (2011), the term ethos not only implies the distinctive behavior of an organization or community, but also includes the motivations that drive them, the main characteristics, basic spirit, basic thinking, code of ethics, moral code, code of behavior, attitudes, aspirations, beliefs, principles. and standard. Public administration organizers are also influenced by the work ethic of public officials in meeting the needs of the community. Ethos is formed from various habits, cultural influences, and value systems that they believe in (Tasmara, 2008). Similar to what was conveyed by Tebba (2009), that work ethic is the spirit of a person or group of people as long as there is moral pressure.

1.2. Formulation of the problem

Based on the research background, the following authors can put forward the formulation of the problem in this study as follows:

1. How does communication affect the performance of the Mentawai Islands Regency Inspectorate employees?
2. How is the influence of competence on the performance of the Mentawai Islands Regency Inspectorate employees?
3. How does the work ethic affect the performance of the Mentawai Islands Regency Inspectorate employees?
4. What is the effect of work motivation on the performance of the Mentawai Islands Regency Inspectorate employees?
5. How are the effects of communication, competence, work ethic and work motivation together on the performance of the Mentawai Islands Regency Inspectorate employees?

1.3. Research Objectives

In order for researchers to have a clear direction, it is necessary to set research objectives. The objectives to be achieved in this study are to analyze:

1. The influence of communication on employee performance at the Mentawai Islands Regency

- Inspectorate.
2. The influence of competence on employee performance at the Mentawai Islands Regency Inspectorate.
 3. The influence of work ethic on employee performance at the Inspectorate of Mentawai Islands Regency.
 4. The influence of work motivation on employee performance at the Mentawai Islands Regency Inspectorate.
 5. The effect of communication, competence, work ethic and work motivation together on the performance of the Mentawai Islands Regency Inspectorate employees.

II. THEORY BASIS AND HYPOTHESES

2.1. Employee Performance

Performance or work performance is a form of work achievement completed by employees in carrying out tasks based on predetermined standards and goals. Performance in the performance of its functions is not independent, but is related to individual capacities and traits such as communication, competence, work ethic and work motivation. Therefore, to have a good performance, a person must have the desire, knowledge, and high skills that are adequate to complete the job.

2.2. Communication

Communication is a form of exchanging or transferring information between units within an organization. In the communication process, humans or individuals will be involved in it as subjects in the process of interpreting, acting and reacting to the information received.

The word or term communication (from English "communication"), etymologically or depending on the origin of the word, comes from the Latin *communicatus*, the word comes from the word *communis*, in the word *communis* means "to share" or "to be owned" refers to a company that has a purpose the same or the same meaning. In terminology, communication refers to the process of communicating statements from one person to another.

2.3. Competence

The ability of public and private organizations needs to be understood, especially to answer the development of very complex and dynamic problems involving organizational goals that are very rapidly changing, and the uncertainty of people's lifestyles in the future. Competence is an ability based on skills and knowledge supported by work attitudes related to certain job requirements (Sutrisno, 2011). Mc. Lelland in (Moeheriono, 2012), competence is a basic quality of the workforce, and is a determining factor for a person's success or failure at work or in certain situations. Meanwhile, according to Wibowo (2013), competence is considered as one of the factors that affect performance. At work or in certain situations. Skills are needed to help organizations create a high-level work culture. The number of skills used by human resources will improve performance.

2.4. Work ethic

Ethos comes from the Greek *ethos* which means attitude, personality, character, and beliefs about something. This attitude is not only reflected in individuals, but also in groups and even society. The ethos is formed by various habits, cultural influences, and value systems that they believe in (Tasmara, 2008). Tebba (2009), also expresses the same view, as long as there is moral pressure, professional ethics is the spirit and attitude of a person or group of people.

2.5. Work Motivation

Work motivation as a willingness that arises in a person that can affect a person's behavior in an organization that is needed to improve the performance of a person in the organization. Work motivation is formed by the attitude of employees to deal with work situations in the company. Work motivation is a condition or energy that allows employees to be instructed or instructed to achieve company goals. The psychological attitude of employees who have a positive view of the work situation will increase their motivation to achieve the best performance (Mangkunegara, 2014). Robbins (2010), explains that motivation is the willingness to achieve organizational goals in the best possible way, influenced by the company's ability to meet various individual needs. According to Hasibuan (2014), the question of motivation is how to guide the power and potential of subordinates so that they are ready to work together productively and successfully achieve and achieve the goals that have been set. It can be concluded from the description above that work motivation is the process of encouraging someone to carry out a series of activities to achieve certain goals.

III. RESEARCH METHOD

3.1. Types of research

Based on the formulation, objectives and research hypotheses, the method used in this study is quantitative research to determine the effect between variables. This study aims to determine the effect of Communication (X1), Competence (X2), Work Ethic (X3) and Work Motivation (X4) on Employee Performance (Y). The object of this research is the employee of the Mentawai Islands Regency Inspectorate.

3.2. Population and Sample

The population and sample in a study have a central and decisive role (Muri, 2015). The population is the whole of the object of study that provides an accurate picture of the research. According to Darmadi (2014), population is the total number of objects or subjects that are used as data sources in a study that have the same nature or characteristics. Thus, the population in this study were all employees of the Mentawai Islands Regency Inspectorate.

The research sample is a limited number and part of the population, part of the selected and representative population of the population (Muri, 2015). Meanwhile, according to Sugiyono (2017), the sample is part of the size and characteristics of the population and what is learned from the sample, the conclusions will be applicable to the population.

the entire population, the sample in this study is the same as the population, namely all 42 (forty two) employees of the Mentawai Islands Regency Inspectorate.

This sampling technique uses a total sampling technique (whole sample), total sampling is a sampling procedure where the number of samples is the same as the population (Sugiyono, 2017). The reason for taking total sampling is because according to Sugiyono (2017), the total population is less than 100 and the entire population is used as a research sample.

3.3. Place and time of research

This research was conducted at the Inspectorate of the Mentawai Islands Regency, which is located at Jalan Raya Tuapejat KM. No. 4 Sipora Jaya, Mentawai Islands Regency, West Sumatra and this research was conducted from April to October 2021.

3.7. Instrument Development

The instruments used in this study were interview sheets, communication questionnaires, competence, work ethic and employee motivation and several other instruments that could provide information on the performance of the Mentawai Islands Regency Inspectorate employees. Before the instrument is used to obtain research data/information, the instrument is first assessed.

The assessment of this instrument is intended so that the instrument can provide valid data or information on product development. Before the research instrument was used to collect research data, the instrument was tested for validity and reliability of the instrument.

3.8. Data analysis technique

The data obtained from various instruments were analyzed qualitatively and quantitatively. Data analysis is used to see if there is a relationship between communication, competence, work ethic and work motivation on employee performance. The analysis used in this research is infrensial statistical analysis.

The analysis carried out is descriptive analysis, validity analysis, instrument reliability, prerequisite test analysis, namely normality, heteroscedasticity and multicollinearity tests, then hypothesis testing is carried out with multiple linear regression tests.

3.8.1. Multiple Linear Regression Analysis

Hypothesis testing in this study using multiple linear regression analysis. Multiple linear regression analysis aims to determine the causal relationship between the influencing variables and the affected variables. With multiple regression equation model as follows:

$$Y = a + b1.X1 + b2.X2 + b3.X3 + b4.X4 + e \dots\dots\dots (4)$$

Where:

- Y = Employee Performance
- a = Intercept Constant
- X1 = Communication
- X2 = Competence
- X3 = Work Ethic

X4 = Work Motivation
b1, b2.... = Regression Coefficient
e = Error Term

3.8.2. Hypothesis Test (t and F test)

Hypothesis testing is intended to determine whether there is a significant effect between the independent variables on the dependent variable. In testing this hypothesis, the researcher determined by using a significant test, with the determination of the null hypothesis (Ho) and the alternative hypothesis (Ha). The null hypothesis (Ho) refers to the hypothesis that there is no significant effect between the independent variable and the dependent variable, while the alternative hypothesis (Ha) refers to the hypothesis that there is a significant effect between the independent variable and the dependent variable. This test is carried out partially (t test) or simultaneously (F test). Calculations These tests will be performed with the help of the IBM SPSS (Statistical Package for the Social Sciences) program for Windows version 24.0.

A. Partial Test (t Test)

T statistical test to see whether the independent variables X1, X2, X3 and X4 significantly affect the dependent variable Y in the regression equation used, it is necessary to test the hypothesis by using the t statistical test, which is to compare the tcount value with the ttable value at $df = n-2$.

Hypothesis testing criteria: If tcount is greater than ttable, then the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted, meaning that there is a significant effect of the independent variable on the dependent variable. Conversely, if tcount is smaller than ttable, then the null hypothesis (Ho) is accepted and the alternative hypothesis (Ha) is rejected, meaning that there is no significant effect of the independent variable on the dependent variable. Another criterion if $p = 0.05$ is less than or equal to the value of Sig ($\alpha = 0.05$ Sig), then Ho is accepted and Ha is rejected and vice versa. This Test Calculation will be performed with the help of the IBM SPSS (Statistical Package for the Social Sciences) program for Windows version 24.0.

B. Simultaneous Test (F Test)

The F statistical test is used to determine whether the regression model used is appropriate in presenting the research data. Irianto (2015), the formula used is:

$$F = \dots\dots\dots (6)$$

Where:

F : Test F

R² : Coefficient of determination

k : Number of independent variables

n : Number of samples

The F statistical test is used to determine whether the regression model used is appropriate in presenting the research data. This Test Calculation will be performed with the help of the IBM SPSS (Statistical Package for the Social Sciences) program for Windows version 24.0.

The basis for making decisions for the criteria for testing the feasibility of a research model (Sugiyono, 2017), are:

1. If the results of the F test have a significant value or an alpha value (α) < 0.05 (95 percent confidence level) then the research model is said to have feasibility.
2. If the results of the F test have a significant value or an alpha value (α) > 0.05 (95 percent confidence level) then the research model is said to have no feasibility.

3.8.3. Coefficient of Determination (R²)

The determinant coefficient (R²) is useful for knowing how big the proportion or percentage contribution of all independent variables to the dependent variable contained in the regression model. This Test Calculation will be performed with the help of the IBM SPSS (Statistical Package for the Social Sciences) program for Windows version 24.0. The results of the determinant coefficient test reflect the proportion (percentage) of the dependent variable which is explained by the independent variable which is expressed in the form of a percentage, (Sugiyono, 2017).

The results of this test show how much the independent variable can explain the dependent variable with the following formula:

$$R^2 = \dots\dots\dots (7)$$

Where:

R² = Coefficient of determination

ESS = Explain Sum Square (sum of squares explained)

TSS = Total Sum Square (total sum of squares)

The coefficient of determination (R²) mainly measures the model's ability to explain changes in the dependent variable. The value of the coefficient of determination is between 0 and 1. A small value of R² means that the ability of the independent variable to explain changes in the dependent variable is very limited, but if it is close to 1 (one), it means that the independent variables in explaining the variation of the dependent variable are very strong.

IV. ANALYSIS AND DISCUSSION

4.1 Multiple Linear Regression Analysis

This analysis is used to determine the magnitude of the effect of the independent variables on the dependent variable. The magnitude of the influence of independent variables with the dependent variable can be calculated through a multiple regression equation. Based on computer calculations using the IBM SPSS for Windows Version 24.0 program.

The following is a recap table for the results of the regression coefficient value, tcount, significance value, Fcount value, and R Square (R²) value. The results can be seen in the following table:

Table 4.1
Recap of Multiple Linear Regression Analysis Test Results

Coef variable.	Regression	t count	Sig.
Constant	15,079		
Communication	0.808	5,228	0.000
Competence	0.545	3,204	0.003
Work ethic	0.550	3,766	0.001
Work motivation	0.574	4,315	0.000
F count =		33,433	Sig. 0.000
R ² = 0.783			

Source: Primary Data, Processed with IBM SPSS 24.0 2021.

From table 4.17 above, the form of the regression equation model for the influence of communication, competence, work ethic and work motivation on the performance of the Mentawai Islands Regency Inspectorate is as follows:

$$Y = 15,079 + 0.808X_1 + 0.545X_2 + 0.550X_3 + 0.574X_4 + e$$

Explanation of the above equation:

= 15,079; it means that without the influence of communication, competence, work ethic and work motivation, the existing performance is 15.079 percent.

b₁ = 0.808; means that there is a positive influence between the communication variables (X₁) on performance (Y). This shows that the higher or higher the communication, it will increase the performance. The communication regression coefficient value is 0.808, meaning that for every increase in one unit of communication, the performance increases by 80.8 percent.

b₂ = 0.545; it means that there is a positive influence between the competency variables (X₂) on performance (Y). This shows that the higher the competency, the higher the performance. The competency regression coefficient value is 0.545, meaning that for every increase in one unit of competence, the performance increases by 54.5 percent.

b₃ = 0.550; it means that there is a positive influence between work ethic variables (X₃) on performance (Y). This shows that the increase or increase in work ethic, will affect performance. The value of the work ethic regression coefficient is 0.550, meaning that every time there is an increase in one unit of work ethic, the performance will increase by 55 percent.

b₄ = 0.574; it means that there is a positive influence between work motivation variables (X₄) on performance (Y). This shows that the increase or increase in work motivation, it will improve performance. The value of the regression coefficient of work motivation is 0.574, meaning that for every increase of one unit of work motivation, the performance increases by 57.4 percent.

4.2. t test (partial)

This (partial) t test is intended to determine the partial (individual) effect of communication, competence, work ethic and work motivation on performance. From table 4.17, a partial test (t test) of each causal variable (independent) can also be carried out on the effect variable (bound) as follows:

1. The Influence of Communication (X1) on Performance (Y)

The results of the analysis of the influence of the communication variable (X1) on the performance variable (Y) obtained the value of $t_{count} = 5,228$ ($df = 42-5 = 37$; $t_{table} = 2,02619$); ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, as a result, hypothesis one (H1) is accepted. The results of the analysis show that partially there is a significant influence between the communication variables on the performance of the Mentawai Islands Regency Inspectorate employees.

2. The Influence of Competence (X2) on Performance (Y)

The results of the analysis of the influence of the competence variable (X2) on the performance variable (Y) obtained the value of $t_{count} = 3.204$ ($df = 42-5 = 37$; $t_{table} = 2.02619$); ($t_{count} > t_{table}$), with a significant level of $0.003 < 0.05$, as a result, hypothesis two (H2) is accepted. The results of the analysis show that partially there is a significant influence between the competency variables on the performance of the Mentawai Islands Regency Inspectorate employees.

3. The Influence of Work Ethic (X3) on Performance (Y)

The results of the analysis of the effect of the work ethic variable (X3) on the performance variable (Y) obtained the value of $t_{count} = 3.766$ ($df = 42-5 = 37$; $t_{table} = 2.02619$); ($t_{count} > t_{table}$), with a significant level of $0.001 < 0.05$, as a result the third hypothesis (H3) is accepted. The results of the analysis show that partially there is a significant influence between the work ethic variables on the performance of the Mentawai Islands Regency Inspectorate employees.

4. The Influence of Work Motivation (X4) on Performance (Y)

The results of the analysis of the effect of the work motivation variable (X4) on the performance variable (Y) obtained the value of $t_{count} = 4.315$ ($df = 42-5 = 37$; $t_{table} = 2.02619$); ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, as a result, hypothesis four (H4) is accepted. The results of the analysis show that partially there is a significant influence between work motivation variables.

4.3. F test (simultaneous)

The F test (feasibility of the model) is intended to determine the effect of the independent variables simultaneously (together) on the dependent variable. From table 4.17, it is also possible to perform a simultaneous test (F test) of the independent variables together on the dependent variable.

The results of the analysis of the influence of communication (X1), competence (X2), work ethic (X3) and work motivation (X4) simultaneously (together) have a significant effect on performance (Y), the F_{count} value is 33,433 with a significance probability of $0.000 < 0.05$. With $df_1 = (k-1) = 4$, $df_2 = 42 - 5 = 37$, $F_{table} 2.63$, then $F_{count} > F_{table}$ or $33,433 > 2.63$, consequently the hypothesis is accepted. The results of the analysis show that simultaneously (together) there is a significant influence between the variables of communication, competence, work ethic and work motivation on the performance of the Mentawai Islands Regency Inspectorate employees.

4.4. Coefficient of Determination Testing (R2)

Analysis of the coefficient of determination for the variables of communication, competence, work ethic and work motivation on the performance of the Mentawai Islands Regency Inspectorate employees was carried out using the IBM SPSS for Windows Version 24.0 program with the SPSS.

Based on the results of the regression estimation calculation, the adjusted coefficient of determination or R Square is 0.783, meaning that 78.3 percent of the variation of all independent variables can explain the dependent variable, while the remaining 21.7 percent is explained by other variables not examined in this study.

Because the value of R2 is not close to or away from 0 (zero) and close to 1 (one), then the contribution (influence) of the independent variable simultaneously on the dependent is very strong.

4.5. Discussion

4.5.1. The Effect of Communication on Employee Performance

The first objective of this study was to determine the effect of communication on the performance of the Inspectorate of Mentawai Islands Regency employees. The results of statistical analysis using multiple linear regression show that the first hypothesis is accepted. The results of the analysis of the influence of the communication variable (X1) on the performance variable (Y) obtained the value of $t_{count} = 5,228$ ($df = 42-5 = 37$; $t_{table} = 2,02619$); ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, as a result the null hypothesis

(Ho) is rejected and the alternative hypothesis (Ha) is accepted. The results of the analysis show that partially there is a significant influence between the communication variables on the performance of the Mentawai Islands Regency Inspectorate employees.

The results of this study indicate that communication has a significant effect on the performance of the Inspectorate of Mentawai Islands Regency employees. Thus, it can be concluded that the performance of the employees of the Mentawai Islands Regency Inspectorate is determined by communication.

4.5.2 The Effect of Competence on Employee Performance

The second objective of this study was to determine the effect of competence on the performance of the Inspectorate of Mentawai Islands Regency employees. The results of statistical analysis using multiple linear regression indicate that the second hypothesis is accepted. The results of the analysis of the influence of the competence variable (X2) on the performance variable (Y) obtained the value of $t_{count} = 3.204$ ($df = 42-5 = 37$; $t_{table} = 2.02619$); ($t_{count} > t_{table}$), with a significant level of $0.003 < 0.05$, as a result the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted. The results of the analysis show that partially there is a significant influence between the competency variables on the performance of the Mentawai Islands Regency Inspectorate employees.

The results of this study indicate that competence has a significant effect on the performance of the Inspectorate of Mentawai Islands Regency employees. Thus, it can be concluded that the performance of the employees of the Mentawai Islands Regency Inspectorate is determined by competence.

4.5.3. The Influence of Work Ethic on Employee Performance

The third objective of this study was to determine the effect of work ethic on the performance of the Inspectorate of Mentawai Islands Regency employees. The results of statistical analysis using multiple linear regression indicate that the third hypothesis is accepted. The results of the analysis of the effect of the work ethic variable (X3) on the performance variable (Y) obtained the value of $t_{count} = 3.766$ ($df = 42-5 = 37$; $t_{table} = 2.02619$); ($t_{count} > t_{table}$), with a significant level of $0.001 < 0.05$, as a result the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted. The results of the analysis show that partially there is a significant influence between the work ethic variables on the performance of the Mentawai Islands Regency Inspectorate employees.

The results of this study indicate that work ethic has a significant effect on the performance of the Mentawai Islands Regency Inspectorate employees. Thus, it can be concluded that the performance of the employees of the Mentawai Islands Regency Inspectorate is determined by work ethic.

4.5.4. The Effect of Work Motivation on Employee Performance

The fourth objective of this study was to determine the effect of work motivation on the performance of the Inspectorate of Mentawai Islands Regency employees. The results of statistical analysis using multiple linear regression indicate that the fourth hypothesis is accepted. The results of the analysis of the effect of the work motivation variable (X4) on the performance variable (Y) obtained the value of $t_{count} = 4.315$ ($df = 42-5 = 37$; $t_{table} = 2.02619$); ($t_{count} > t_{table}$), with a significant level of $0.000 < 0.05$, as a result the null hypothesis (Ho) is rejected and the alternative hypothesis (Ha) is accepted. The results of the analysis show that partially there is a significant influence between work motivation variables on the performance of the Mentawai Islands Regency Inspectorate employees.

The results of this study indicate that work motivation has a significant effect on the performance of the Inspectorate of Mentawai Islands Regency employees. Thus, it can be concluded that the performance of the employees of the Mentawai Islands Regency Inspectorate is determined by work motivation.

4.5.5. The Influence of Communication, Competence, Work Ethic and Work Motivation on Employee Performance

The fifth objective of this study was to determine the effect of communication, competence, work ethic and work motivation on the performance of the Mentawai Islands Regency Inspectorate employees.

Based on the research, the performance of the Mentawai Islands Regency Inspectorate is good, judging by the respondents' responses (TCR) of 87 percent, stating that the performance is good. This means that the employees of the Mentawai Islands Regency Inspectorate are serious enough in doing their jobs and trying to complete them on time.

Hypothesis testing,

From the ANOVA test (Simultaneous Test / F Test) obtained the F_{count} value of 33.433 with a significance probability of $0.000 < 0.05$. With $df_1 = (k-1) = 4$, $df_2 = 42 - 5 = 37$, $F_{table} 2.63$, then $F_{count} > F_{table}$ or $33,433 > 2.63$, as a result Ho is rejected and Ha is accepted. The results of the analysis show that

simultaneously (together) there is a significant influence between the variables of communication, competence, work ethic and work motivation on the performance of the Mentawai Islands Regency Inspectorate employees, it can be concluded that the fifth hypothesis (H5) which reads communication, competence, work ethic and Work motivation on the performance of the Inspectorate of Mentawai Islands Regency employees is accepted, therefore the fifth hypothesis (H5) can be accepted.

V. CLOSING

5.1. Conclusion

Based on the results of testing and discussing the hypotheses that have been described in previous chapters, the following conclusions can be drawn:

1. Communication partially has a significant effect on the performance of the Inspectorate of Mentawai Islands Regency employees.
2. Competence partially has a significant effect on the performance of the Inspectorate of Mentawai Islands Regency employees.
3. The work ethic partially has a significant effect on the performance of the Mentawai Islands Regency Inspectorate's employees
4. Partial work motivation has a significant effect on the performance of the Mentawai Islands Regency Inspectorate's employees
5. Communication, competence, work ethic and work motivation simultaneously (simultaneously) have a significant effect on the performance of the Mentawai Islands Regency Inspectorate's employees.

5.2. Suggestion

Based on the findings and conclusions of the study. For this reason, the authors put forward the following suggestions:

1. To improve performance, it is necessary to pay attention to and improve communication and employee motivation.
2. To improve performance, it should be noted that employees who have never done a task exceed the specified time limit.
3. To improve communication, to be able to provide examples of good communication in all fields and always pay attention to employee performance to achieve satisfactory work results, and to always try to be able to build better communication at all times, fields and activities, thereby minimizing the possibility of misunderstandings and later will be trusted by other co-workers.
4. To increase work motivation, in order to ensure the safety and comfort of employees at work and ensure the safety of employees.

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