

Reward and Individual Ability on Employee Performance through Job Satisfaction at the Office of the Human Resources Development Agency of South Sulawesi Province

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Abstract

This study aims to determine and analyze the direct and indirect effects of rewards and individual abilities on performance through job satisfaction. This research was conducted at the Human Resources Development Agency of South Sulawesi Province, with the number of samples used were 118 employees. The method used in this research is path analysis with the SPSS software approach. The results in this study indicate that: 1) direct rewards have a positive and significant effect on job satisfaction, 2) individual abilities on job satisfaction have a positive and significant impact, 3) rewards on performance have a positive and significant impact, 4) individual abilities on performance have a positive and significant effect, and 5) job satisfaction has an impact on performance positive and significant. The indirect effect shows that the award has a positive and significant effect on performance through job satisfaction, and individual abilities also have a positive and significant effect on performance through job satisfaction.

Keywords

Awards, Individual Ability, Job Satisfaction and Employee Performance

1. Introduction

The State Civil Apparatus (ASN) is one of the driving assets in the government environment, with the State Civil Apparatus (ASN) being the driving force of the central government to the regions down to the lowest level. In various fields and especially organizational life, the human factor is the main problem in every activity. An organization is a consciously coordinated social unit with an identifiable reactive boundary, working continuously to achieve goals. Government organizations require potential human resources, both leaders and employees, in the pattern of tasks and supervision, which are the determinants of achieving organizational goals.

Employees who work significantly affect the performance of an agency, this is because employees are the main driver for every operational activity and play an active role in achieving or not achieving an agency goal. The states that performance is generally divided into two: individual performance and organizational performance. Individual performance results from employee work both in terms of quality and quantity based on specified work standards, while organizational performance is a combination of individual performance and group performance (Purnamasari, 2021). In other words, employee performance is directly proportional to the organization's performance in which the employee carries out his duties and responsibilities. Performance is a system used to assess and find out whether an employee has carried out his work as a whole or is a combination of work results (what one must achieve) and competence (how one achieves it). Meanwhile, according to Ansori & Ali (2017) stated that performance is basically what employees do or do not do in carrying out their work. According to Komara & Nelliawati (2014), individual

performance is the foundation of organizational performance. An essential factor in the success of an organization is the presence of capable and skilled employees. It has high morale so that a satisfactory work result can be expected.

About performance, to achieve the level of performance optimization, one of which is the ability to complete the work. Working and then showing the results of work but the work can be carried out properly and correctly based on a series of established procedures. The ability is an innate/learned trait that enables people to complete their tasks. Ability shows the potential of people to carry out tasks/jobs (Kusuma 2013). The power of employees to carry out their duties is a manifestation of the knowledge and skills possessed. Anwar (2021) explains that ability consists of intellectual ability and physical ability.

Individual abilities relate to knowledge, talents, interests, and experience to complete tasks that are by the work they occupy (Arfan 2021; Umanailo 2021, Umanailo 2021, Apriyanto, et al. 2017). The management must be able to develop the ability of each employee to suit the needs of the agency. If employees get the opportunity to develop their talents and use them appropriately, it will affect the institution's development. In addition, with adequate capabilities, will be able to assist employees in carrying out current and future work (Sandra 2020). The powers possessed can be used to produce high-quality products and by community expectations. Internally individual employees, individual abilities can be a solid impetus to complete the job correctly and adequately (Makmur 2021). However, apart from internal conditions, external encouragement is also needed from the individual to carry out his work optimally. Employees' need for encouragement like this is usually essential, considering that not all employees have the same conditions.

Fulfilling the need for encouragement is an agency effort to motivate employees to be more active and active at work. According to Mahrinasari et al (2021), awards are all income in money, goods, directly or indirectly received by employees as compensation or services provided by the company. According to Usman et al (2020), the reward is an effort to foster a feeling of being accepted (recognized) in the work environment, which touches aspects of compensation and elements of the relationship between workers. In this case, a reward is an award given to employees for their work in wages, salaries, incentives, and bonuses by the agency. Giving awards is essential to agencies because awarding itself is a form of agency attention to its employees who have worked and have exemplary achievements in their work. Apart from the individual ability factor and the awards received by employees at the Human Resources Development Agency of South Sulawesi Province, there is also a job satisfaction factor that can always accompany employee performance at the agency. Job satisfaction is a complex emotional reaction. This emotional reaction results from the encouragement, desires, demands and expectations of employees or employees towards work, duties and functions that are associated with perceived realities, giving rise to a form of emotional reaction in the form of feelings of pleasure, satisfaction, or dissatisfaction. Sahid et al (2020) more clearly explain that job satisfaction effectiveness or emotional response to various jobs. Davis also presents the same thing that job satisfaction is a pleasant or unpleasant feeling felt by employees in viewing their work.

2. Literature Review

Human Resources can also be referred to as personnel. Workforce, workers, employees, and human potential are the organization's driving forces in realizing its existence or potential. It is an asset and functions as non-material capital in a business organization. It can be admitted into real possibility physically and non-physically in recognizing the organization's existence (Zacharias et al. 2021). According to Yusriadi (2020), human resource management (HRM) can be defined as the science and art that regulates the relationship and role of the workforce to be effective and efficient in the use of human capabilities to achieve goals in the workplace in every company. According to (Tamsah et al.), human resource management (HRM) is a science that studies how to empower employees in companies, create jobs, workgroups, and develop employees.

Human resource management (HRM) must be applied in large companies and small companies to make the company continue to grow because the success of an organization also depends on the employees in the organization. The essential thing that needs to be considered in an organization is the human resources that support achieving organizational goals. Human resources occupy a strategic position in an organization. Therefore, human resources must be mobilized effectively and efficiently so that they have a high level of efficiency. Humans always play an active and dominant role in every organizational activity because humans are the planners, actors, and determinants of the realization of organizational goals. Goals cannot be realized without the active role of employees, even though the tools owned by the company are so sophisticated. Sophisticated tools owned by the company are of no benefit to the company if the role of employees is not included. Human resource management is a science and an art in which

managerial and operational functions are contained, which are intended so that human resources can be utilized as effectively and efficiently as possible to achieve the goals set.

Awards are defined as rewards given for rewards that link pay based on being able to increase employees' productivity to achieve competitive advantage (Mustafa et al. 2020). Awards can also be defined as rewards in the form of money given to those who can work beyond a predetermined standard (Ahdan et al. 2019). Understanding Rewards is an activity where organizations assess employee contributions to distribute monetary and non-monetary rewards fairly and indirectly in the organization's ability to pay based on legal regulations (Anwar 2021). A similar understanding of rewards is also stated that awards are all income in money, goods directly or indirectly received by employees as compensation or services provided to the company (Arfan 2013) states that the award is the remuneration provided by the company to its employees, which can be valued in money and tends to be given regularly. Rewards mean all forms of payment or rewards to employees and arise because of their employment.

The award program is essential for the organization because it reflects its efforts to maintain human resources as the main component and is the most critical cost component. Besides these considerations, the award is also a meaningful aspect for employees because for individuals or employees. The award amount reflects the size of the value of their work among the employees themselves, their families, and the community (Patiran 2010). Ability, in general, can be defined as competence. The ability will underlie the ability to work in the company, which will determine the good or bad performance of a person. It will also be related to whether someone is satisfied with his job. According to (Komara and Nelliawati 2014), individuals' ability (ability) is the capacity of individuals to carry out various tasks in a particular position. Meanwhile, (Mahrinasari et al. 2021) defines ability as the potential possessed by a person to do work or tasks so that the results achieved are as expected. So, the results of a job will be determined by the abilities of an employee.

Ability includes not only intellectual ability (IQ) but also includes emotional intelligence abilities. The states that recent evidence reveals that intelligence can be better understood by breaking it down into cognitive, social, emotional, and cultural. Further says that emotional intelligence can identify, understand, and manage emotions. Emotional Questions is oriented to the intelligence of managing human emotions (Djibu et al. 2019; Apriyanto and Umanailo 2019). In it, there are elements of the ability to self-confidence, grit, perseverance, and social relationships. If the worker has average intelligence, he can achieve high work performance if there is confidence in himself, not too dependent on others. Perseverance in the face of workloads, perseverance in work, making social contacts at work will change the position of a person who was originally an average achiever to a better level of achievement. The ability of everyone is measured by his intellectual ability, physical ability, and emotional ability.

Job satisfaction at a certain level can prevent employees from looking for work in other companies. If employees in the company get satisfaction, employees tend to stay with the company, although not all aspects that affect job satisfaction are met. Employees who get satisfaction from their company will have a greater sense of attachment or commitment to the company than dissatisfied employees. Job satisfaction is a feeling that supports or does not support employees who are related to their work and their condition (Zacharias et al. 2021). Job satisfaction is a positive or negative attitude that individuals do towards their work. Job satisfaction will be related to employee attachment to the organization. If job satisfaction is not maintained, it is likely to result in a high turnover of employees. In addition, employee job dissatisfaction can be identified from low employee productivity, increased absenteeism from work, and low commitment to the organization. Job satisfaction can be interpreted as the result of conclusions based on comparisons of what is received by employees from their work compared to what is expected, desired, and thought to be appropriate or entitled (Arfan 2021; Suharyanto et al. 2021). With job satisfaction, a person's feeling or response to a job will give the results of what is done following what is expected and wants and thinks.

Understand that performance is the result of work that has a strong relationship with organizational strategic objectives, customer satisfaction and contributing to the economy. States that performance comes from the word performance, which means work or work performance. However, performance is not just the result of work or work performance but also includes how it occurs (Rahmat et al. 2019; Djibu et al. 2019; Yusuf et al. 2019; Rachman et al. 2019). Performance or work performance results from work in quality and quantity achieved by an employee in carrying out his duties by the responsibilities he has given (Rahmat et al.2019; Umanailo 2021).

Performance results are from work accomplished by a person or group of people in an organization both quantitatively and qualitatively. Their respective authorities and responsibilities, to achieve the goals of the organization concerned

legally, not violating the law and morals and ethics. Performance results from work that employees have done both in quality and quantity based on ability, motivation, and opportunity.

People variables include attributes possessed by everyone before performing tasks such as content knowledge, organizational knowledge, abilities, self-confidence, cognitive style, intrinsic motivation, cultural values, and discipline (Mahrinasari et al. 2021). Task variables include factors that vary both inside and outside the task, such as complexity, presentation format, job stress due to time pressure on the study, processing, and standby mode response. Meanwhile, environmental variables include all conditions, circumstances, and influences around people who perform specific tasks such as compensation given, work conflicts with fellow employees, training for employees, leadership style, accountability and goals that have been set, and feedback.

3. Methods

3.1 Research Design and Design

This study uses descriptive and verification methods with a quantitative research approach. In this study, an illustrative system was used to determine individual rewards and abilities on employee performance through employee performance at the Human Resources Development Agency of South Sulawesi Province. This research was conducted at the Office of the Human Resources Development Agency (BPSDM) of South Sulawesi Province, precisely on Cenderawasi street No. 233 Makassar. The time in this research is approximately two months, starting from July 2018 to September 2018.

3.2 Population and Sample

The population in this study is the number of employees at the Office of the Human Resources Development Agency (BPSDM) of South Sulawesi Province as many as 118 employees. A sample can be drawn in this study from the total population in the Human Resources Development Agency (BPSDM) of South Sulawesi Province. According to Sugiyono (2015), the sample is part of the number and characteristics possessed by the population. The number of samples used is the entire population used, 118 employee respondents at the Office of the Human Resources Development Agency (BPSDM) of South Sulawesi Province.

3.4 Analysis Method

The first structure for the Job Satisfaction variable (Y1) is $Y1 = f(X1, X2,)$, namely: $Y1 = 0 + 1X1 + 2X2 + e$. Where: 0, 1, 2, are the parameters to be estimated and (e) are the factors that affect the disclosure of job satisfaction (Y1). The second structure for the employee performance variable (Y2) is as follows: $Y = f(X1, X2, Y1)$ Has the following equation: $Y = 0 + 1X1 + 2X2 + 3X3 + e$. Where: 0, 1, 2, 3 are parameters to be estimated and (e) are factors that affect employee performance disclosure (Y2).

4. Results

4.1 Validity Test and Reliability Test

Validity Test presented in Table 1 and Variable Reliability Test presented in Table 2.

Table 1. Validity Test

Validity Test for Award Variables			
Statement	Validity Value	Valid Standards	Information
Item 1	0,728	0,182	Valid
Item 2	0,735	0,182	Valid
Item 3	0,697	0,182	Valid
Item 4	0,611	0,182	Valid
Validity Test for Individual Capability Variables			
Item 1	0,775	0,182	Valid
Item 2	0,783	0,182	Valid
Item 3	0,624	0,182	Valid
Validity Test for Job Satisfaction Variables			
Item 1	0,717	0,183	Valid
Item 2	0,823	0,183	Valid

Item 3	0,852	0,183	Valid
Item 4	0,820	0,183	Valid
Item 5	0,577	0,183	Valid
Validity Test for Performance Variables			
Item 1	0,719	0,183	Valid
Item 2	0,797	0,183	Valid
Item 3	0,824	0,183	Valid
Item 4	0,788	0,183	Valid
Item 5	0,570	0,183	Valid

Data Source: Data processed, 2019

Table 2. Variable Reliability Test (X1, X2, Y1 and Y2)

Statement	Reliability Statistics	Standardized	Information
Appreciation	0,775	0,60	Reliable
Individual Abilities	0,790	0,60	Reliable
Job Satisfaction	0,797	0,60	Reliable
Employee Performance	0,791	0,60	Reliable

Data Source: Data processed, 2019

4.2 Path Analysis Determination Coefficient (R²)

Table 3. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,910a	,828	,825	1,597
2	,947a	,897	,894	1,160

Data Source: Primary Data Processed, 2019

Table 4. Coefficient Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig
		B	Std. Error	Beta		
1	(Constant)	1,274	1,262		1,010	,315
	appreciation	1,156	,057	,859	20,206	,000
	Individual Abilities	,274	,106	,110	2,600	,011

Data Source: Primary Data Processed, 2019

The regression output of model 1 (one) in the table 4 coefficients can be known that the value of $\alpha = 1,274$ means that if there is no change in the award (X1) and individual ability (X2) is assumed = 0, then the value of job satisfaction (Y1) will increase by 1,274 in the Human Resources Development Agency (BPSDM) of South Sulawesi Province (table 3 and Table 4). The value of $\alpha_1 = 1,156$: means that if the award (X1) increases by 1 (one) point and the other variable remains, then job satisfaction will increase by 1,156 points. The significance value of 0.000 which means the award has a positive and significant effect on job satisfaction (Y1) because of the sig value. < 0.05. human resources development agency (BPSDM) of South Sulawesi Province.

The value of $\alpha_2 = 0.274$: means that if the ability of an individual (X2) increases by 1 (one) point and the other variable remains, then job satisfaction will increase by 0.274 points. The significance value of 0.011 which means that an individual's ability to have a positive and significant effect on job satisfaction (Y1) due to the value of Sig < 0.05. human resources development agency (BPSDM) of South Sulawesi Province.

Table 5. Coefficient Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig
		B	Std. Error	Beta		
1	(Constant)	,532	,921		,578	,565
	appreciation	,210	,089	,167	2,369	,020
	Individual Abilities	,405	,079	,174	5,125	,000
	Job Satisfaction	,935	,068	1,001	13,795	,000

Data Source: Primary Data Processed, 2019

The regression output of model 2 (two) in the table 5 coefficients can be known that the value of $\alpha = 0.532$; meaning that if the award (X1), individual ability (X2) and job satisfaction (Y1) are assumed = 0, then the employee performance value (Y2) will increase by 0.532. The value of $\beta_1 = 0.210$, meaning that if the award (X1) increases by 1 (one) point and the other variable remains, then the employee's performance will increase by 0.210 points. The significance value of 0.020 means that the award has a positive and significant effect on employee performance due to the value of Sig. < 0.05.

The value $\beta_2 = 0.405$; means that if the ability of individuals (X2) increases by 1 (one) point and other variables remain, then the performance of employees will increase by 0.405 points. As for the value of sig. 0.000 which means that individual ability has a positive and significant effect on employee performance due to the value of Sig. < 0.05. The value of $\beta_3 = 0.935$; meaning that if job satisfaction (Y1) increases by 1 (one) point and other variables remain, then employee performance will increase by 0.935 points. As for the value of sig. 0.000 which means that job satisfaction has a positive and significant effect on employee performance due to the value of Sig. < 0.05 (Table 6).

Table 6. Direct Influence

Hypothesis	(Direct effect)	Sig	Ket.
Line 1			
X1 to Y1 (H1)	1,156	0,000	Accepted
X2 to Y1 (H2)	0,274	0,011	Accepted
Line 2			
X1 to Y2 (H3)	0,210	0,020	Accepted
X2 to Y2 (H4)	0,405	0,000	Accepted
Y1 to Y2 (H5)	0,935	0,000	Accepted

Data Source: Primary Data Processed, 2019

The influence of awards on performance through job satisfaction. To know the value of the indirect influence of awards on employee performance through job satisfaction can be seen from the results of multiplication of coefficient values between the influence of awards on job satisfaction and the influence of job satisfaction on employee performance, the coefficient value of 1,080 (positive value) is obtained.

From the t-calculated value obtained 11,371 the value is greater than the t-table 1,658, which means that the mediation variable has a positive and significant effect. This means that awards have a positive and significant effect on employee performance mediated by job satisfaction.

Influence of individual ability on performance through job satisfaction. To know the value of the indirect influence of individual ability on employee performance through job satisfaction can be seen from the result of multiplication of coefficient value between the influence of individual ability to job satisfaction and the influence of job satisfaction on employee performance, the coefficient value of 0.256 (positive value) is obtained.

Of the 2,534 values, 2,534 were greater than 1,658, meaning that the mediation variable had a positive and significant effect. This means that individual abilities have a positive and significant effect on employee performance mediated by job satisfaction (Table 7).

Table 7. Hypothesis Test Results

Hypothesis	(Direct effect)	Sig.	(Indirect effect)	Information
Line 1				
X1 to Y1 (H1)	1,156	0,000		Accepted
X2 to Y1 (H2)	0,274	0,011		Accepted
Line 2				
X1 to Y2 (H3)	0,210	0,020		Accepted
X2 to Y2 (H4)	0,405	0,000		Accepted
Y1 to Y2 (H5)	0,935	0,000		Accepted
X1 to Y2through Y1 (H6)			1,080	Accepted
X2 to Y2through Y1 (H7)			0,256	Accepted

Data Source: Primary Data Processed, 2019

Then it can be described the model as follows in Figure 1:

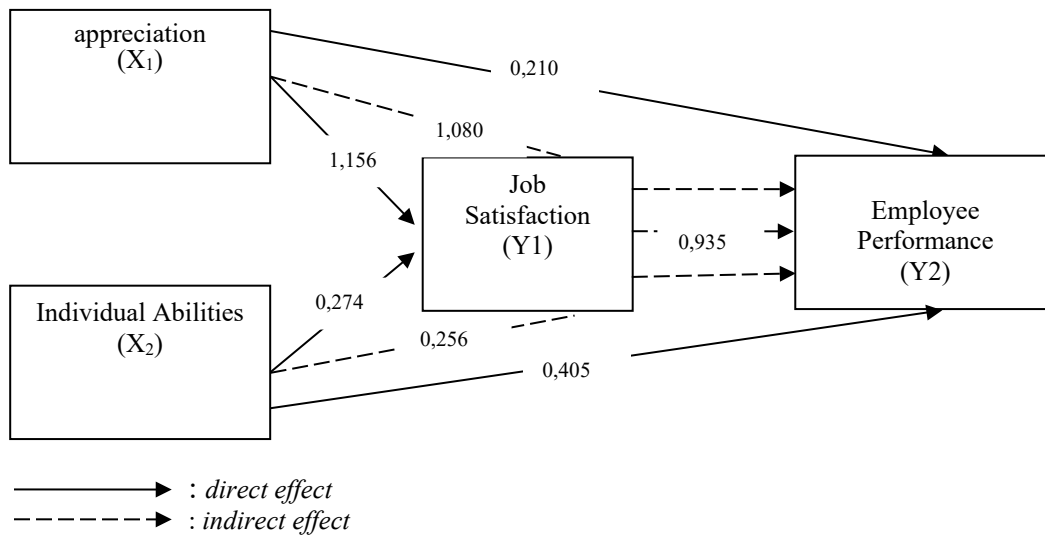


Figure 1. Model of direct and indirect effect

Interpret the overall results that have been obtained as follows: Direct influence of awards (X1) on job satisfaction (Y 1). To know the value of the direct influence of appreciation on job satisfaction can be seen from the coefficient value of 1,156 and positive value. The significance level is $0.000 < 0.050$. Thus, the award has a positive and significant effect on job satisfaction; Direct influence of individual ability (X2) on job satisfaction (Y 1). To know the value of the direct influence of individual ability on job satisfaction can be seen from the coefficient value of 0.274 and positive value. The significance level is $0.011 < 0.050$. Thus, individual ability has a positive and significant effect on job satisfaction.

Direct influence of the award (X1) on employee performance (Y 2). To know the value of the direct influence of the award on employee performance can be seen from the coefficient value of 0.210 and positive value. The significance level is $0.020 < 0.050$. Thus, the award has a positive and significant effect on the performance of employees; Direct influence of individual ability (X2) on employee performance (Y 2). To know the value of the direct influence of individual ability on employee performance can be seen from the coefficient value of 0.405 and positive value. The significance level is $0.000 < 0.050$. Thus, individual ability has a positive and significant effect on employee performance.

Direct influence of job satisfaction (Y1) on employee performance (Y2). To know the value of the direct influence of job satisfaction on employee performance can be seen from the coefficient value of 0.935 and positive value. The significance level is $0.000 < 0.050$. Thus, job satisfaction has a positive and significant effect on employee performance; Indirect influence of the award (X1) on employee performance (Y2) through job satisfaction (Y1). From the calculation result using Sobel test obtained t-calculated value obtained 11,371 the value is greater than the t-table

1,658, which means that the mediation variable has a positive and significant effect. This means that awards have a positive and significant effect on employee performance mediated by job satisfaction; Indirect influence of individual ability (X2) on employee performance (Y2) through job satisfaction (Y1). From the calculation result using Sobel test obtained t-calculated value obtained 2,534 the value is greater than the t-table 1,658, which means that the mediation variable has a positive and significant effect. This means that individual abilities have a positive and significant effect on employee performance mediated by job satisfaction.

5. Discussion

The effect of the award variable has a positive impact on job satisfaction, in the sense that an improvement will follow the award in job satisfaction. The assumption is that the more outstanding the award given by the Human Resources Development Agency of South Sulawesi Province to employees, the greater the sense of satisfaction at work. According to what is in the field, employees at the Human Resources Development Agency of South Sulawesi Province are very honored by the existence of an award given.

The managerial implication on the effect of rewards on job satisfaction is that the agency's efforts to provide awards are a series of a theory about human resource development. The award is a result obtained by employees in carrying out their activities both inaccuracy in work and so on, so it can be said that if the agency gives awards to relevant employees will encourage a sense of satisfaction for every employee. This means that the higher the level of work activity, the greater the level of need for rewards to support these activities. If the award is met, job satisfaction will also have a positive impact.

The effect of the individual ability variable on job satisfaction in this study was found to have a positive and significant impact. This means that improvements will follow individual abilities in job satisfaction, if other factors that affect the size of personal skills are considered constant. The results of this study are in line with the statement that ability, in general, can be interpreted as competence. The knowledge will underlie the ability to work in the company, which will determine the good or bad performance of a person. It will also be related to whether someone is satisfied with his job.

The managerial implication on the influence of individual abilities on job satisfaction is the efforts made by employees in achieving all work targets. The existence of a power possessed by each employee will provide a sense of satisfaction. It can be said that the effort of these abilities will provide satisfaction in working for employees in carrying out their work activities. Of course, the skills possessed by employees will have a positive impact on job satisfaction to be achieved by employees. At the Human Resources Development Agency of South Sulawesi Province, all employees have the ability in every field of work. This is because the work level of employees at this agency is more directed to competence for all ASN. With this situation, employees will continue to improve their abilities at work.

The award variable on employee performance has a positive and significant effect, looking directly at the award variable. It is known that the award is built through motivation theory. It is said that with the award given by government agencies or companies as a form of motivation, it will produce better performance. Good. This means that the rewards given to each employee will encourage an increase in the quality and quantity of each employee's performance.

The managerial implication on the effect of rewards on employee performance is that there are efforts that lead to granting all rights owned by workers or employees, so of course, there is an increase in performance. In the findings of this study, the award is one of the good gifts from every company or agency to employees/employees. This gift is intended to encourage employer/employee confidence in working to produce a good performance. The Human Resources Development Agency of South Sulawesi Province, this award is outstanding. The current process with the better the prize, the better the employee's performance in achieving the work targets. The awards given to each employee have a positive impact on performance.

Individual ability has a positive and significant effect on employee performance. This result, of course, the more availability of personal skills, the higher the employee's performance. With adequate ability to carry out activities carried out by employees, it will produce quality and quantity of employee performance. Every employee certainly has a capacity in carrying out his work, in the sense that the individual's power is present with a desire based on knowledge and skills. So, if the individual abilities possessed by employees increase, then along with that performance will also increase.

The managerial implication of the influence of individual abilities on employee performance with the existence of a facility that supports work will undoubtedly provide a solid impetus for every employee in carrying out their work to improve performance. At the Human Resources Development Agency of South Sulawesi Province, individual abilities have increased with increasingly sophisticated facilities working with more affordable service processes. Of course, these abilities will encourage good performance and produce better quality and quantity of work. This means that the individual's abilities positively impact employee performance in carrying out their work activities.

The direct effect of job satisfaction on performance at the Human Resources Development Agency of South Sulawesi Province on performance has a positive and significant impact. This shows that job satisfaction in every agency is essential because, with the increasing job satisfaction possessed by employees, the performance will also increase. With job satisfaction, employees will increasingly give their loyalty at work.

Along with the above, the direct influence of job satisfaction on performance is built from intrapersonal comparison theory (Discrepancy Theory). At the same time, satisfaction or dissatisfaction felt by individuals results from comparisons or gaps made by oneself about the various things that have been obtained from work and which are his hopes. The individual will feel satisfied if the difference or gap between the individual's standards and what is obtained from the job is slight. On the contrary, dissatisfaction will be felt if the difference or gap is obtained from a large job. So it can be interpreted that the higher the level of job satisfaction, the effect on employee performance.

The managerial implication of job satisfaction on employee performance is that there is a sense that every employee has in carrying out their work. That satisfaction will be present along with the fulfilment of the current position, of course, with good pride in employment will also improve employee performance. At the Human Resources Development Agency of South Sulawesi Province, job satisfaction can be seen from employees who are enthusiastic in carrying out their work with targets given by each employee to encourage work. In the sense that the perceived job satisfaction of employees in carrying out their work activities has a positive impact on performance.

The indirect variable shows that the award given to the Human Resources Development Agency of South Sulawesi Province has a positive and significant effect on employee performance with job satisfaction as the mediated variable. In the sense that rewards and satisfaction are simultaneously able to provide results on performance. The award given to each employee will encourage an increase in the quality and quantity of each performance carried out by the employee. The presence of satisfaction as an intervening variable will boost increased performance.

The managerial implication on the effect of rewards on employee performance is that there are efforts that lead to granting all rights owned by workers or employees, so of course, there is an increase in performance. In the researcher's understanding that the award is one of the good gifts from every company or agency to employees/employees, this gift is intended to encourage employer/employee confidence in producing a good performance. At the Human Resources Development Agency of South Sulawesi Province, this award is outstanding. The current process with the better the prize, the better the employee's performance in achieving the work targets. Along with that, job satisfaction will also contribute to employee performance, with awards and job satisfaction as variables that are very helpful for employees at the Human Resources Development Agency of South Sulawesi Province to achieve their performance.

The indirect variable shows that the individual ability of the Human Resources Development Agency of South Sulawesi Province has a positive and significant effect on employee performance with job satisfaction as an intervening variable. In the sense of individual ability and pride simultaneously able to provide results on performance. The power of individuals who support each employee's work will encourage an increase in each performance carried out by the employee. The presence of satisfaction as an intervening variable will boost increased performance.

The managerial implication on the influence of individual abilities on employee performance through job satisfaction is that individual abilities are a series of theories about motivation and human resource development. Unique abilities are a tool or equipment needed in work. If a workplace has individual abilities that are good and relevant will provide satisfaction for every employee and employee at work. This means that the higher the level of work activity, the greater the level of need for the individual's ability to support these activities. If the individual's abilities are met, job satisfaction will also have a positive impact, so that along with it, it will also improve employee performance in each of their activities.

6. Conclusions

Based on the results of research and discussion, it can be concluded as follows: The direct effect of appreciation on job satisfaction has a positive and significant impact. It can be said that the award given by the Human Resources Development Agency of South Sulawesi Province will encourage employee satisfaction in carrying out all work activities; The direct influence of individual abilities on job satisfaction has a positive and significant impact. It can be said that the presence of powers possessed by every employee at the Human Resources Development Agency of South Sulawesi Province will encourage employee satisfaction in carrying out all work activities.

The direct effect of rewards on employee performance has a positive and significant impact. It can be said that the orientation of giving awards to employees will affect increasing employee performance in carrying out all work activities; The direct influence of individual abilities on employee performance has a positive and significant impact. It can be said that the personal skills of each employee who the institution improves will affect increasing employee performance in carrying out all work activities; The direct influence of job satisfaction on employee performance has a positive and significant impact. It can be said that the presence of a sense of satisfaction in the work carried out by employees will have a positive effect on improving employee performance in carrying out all work activities.

The indirect effect shows that the award given has a positive and significant impact on performance and job satisfaction as an intervening variable. In this sense, rewards and job satisfaction encourage every employee to improve their performance; The indirect effect shows the results that the individual ability given has a positive and significant impact on performance and job satisfaction as an intervening variable. In this sense, personal skills and job satisfaction encourage every employee to improve their performance; Therefore, individual awards and abilities can be a reference for leaders in the Human Resources Development Agency of South Sulawesi Province in making organizational policies related to increasing job satisfaction and improving performance.

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