

The Effect of Training, Motivation, Self-Concept, and Work Experience on the Performance of Wali Nagari

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Abstract

This study aims to analyze the effect of training, motivation, self-concept, and work experience on the performance of Wali Nagari in Sijunjung District. The population in this study were all Wali Nagari in each Nagari in Sijunjung District. Sampling uses total sampling technique. The samples in this study were 60 respondents. The data analysis technique used is multiple linear regression analysis. The results of the study show that: (1) Training has a significant effect on performance; (2) Work motivation has a significant effect on performance; (3) Self-concept has a significant effect on performance; (4) Work experience has a significant effect on performance.

Keywords: *training, motivation, self-concept, work experience, performance*

Introduction

The provisions of Pasal 18 ayat (1) UUD 1945 Constitution affirm that "the Unitary State of the Republic of Indonesia is divided into provincial regions, and the province is divided into regencies and cities, which each province, district and city has a regional government regulated by law. Based on the construction of the division of government administrative units, then the implementation of village governance is a subsystem of the national government system. The success of the implementation of national government is also determined by the effectiveness of the administration of village governance.

Villages are legal community units that have territorial limits that are authorized to regulate and manage government affairs, the interests of the local community based on community initiatives, origin rights, and / or traditional rights that are recognized and respected in the system of government of the Unitary Republic of Indonesia. Whereas the Village administration is the administration of government affairs and the interests of the local community in a government system headed by the Village Head or another term assisted by the Village apparatus (UU No. 4 of 2014, Chapter I Paragraph 1). Especially in West Sumatra Province, the Village is called Nagari. The Village Head is called Wali Nagari.

UU No. 6 of 2014 concerning Villages changes several very principle systems in the system of administering Nagari Government. These changes include the position of Nagari, Authority of Nagari, Finance and Asset of Nagari and Planning and Development of Nagari. The Nagari government has a very important and strategic role in the implementation of development which leads to improving the economy and prosperity of the community. Based on UU No. 6 of 2014 concerning Villages, the development carried out using the empowerment paradigm is very necessary in order to realize community participation both in planning, implementing and controlling development in Nagari, kelurahan, and sub-districts.

Wali Nagari must strive to increase knowledge and insight, in order to be able to carry out the trust and trust given by the people with all their abilities and abilities. In addition, the Wali Nagari also has a moral responsibility to improve the economy and prosperity of the people by exploring and utilizing the existing potential. Wali Nagari who has high performance can be seen from the realization of nagari funds. Wali Nagari who has high performance is able to maximize the realization of nagari funds. According to Mathias (2004: 113-144), states that there are three factors that affect performance, namely: (1) personal ability to do the job (Ability-A), (2) the level of effort devoted (Effort-E), and (3) organizational support (support-s).

Communities in various activities require professional government officials who provide services that are getting better, faster and more appropriate. In realizing this, there must be the role of Wali Nagari as Nagari government leader with an effective and efficient work system that can be seen from the knowledge, ability, and understanding of the main tasks and operational tasks that lead to the goal of the Nagari government not being effective and efficient. These problems are the impact of the low performance of Wali Nagari both in individual abilities and in managing existing resources.

According to Luthans (2014) Motivation is a psychological process in which needs and desires that have not been fulfilled become drivers that are directed towards goals and incentives. Determination of motivation can be intrinsic (intrinsic), where individuals get fulfilment through the implementation of the activity itself and help others, or extrinsic (extrinsic) in the external environment. A person whose needs have not been fulfilled shows a goal-oriented behaviour to meet his needs. If these needs can be fulfilled, then someone will actively work so that their performance can increase. The performance of Wali Nagari as a Nagari government apparatus, especially those in Sijunjung District, is certainly influenced by their individual needs, and they will work hard if the job can meet those needs.

In addition to motivational factors, high performance will arise if someone already knows his own concept. Each individual must know who he is, how his perception of the environment, how to behave, the moral values he holds, interactions with family and closest people, and interactions with the community. Self-concept plays a very big role in determining the success of one's life, because self-concept can be analogous to an operating system that runs a computer. If someone has understood his concept, then he will act and work with the best ability, so that it will improve his performance and performance.

The concept of self that is owned by Wali Nagari will affect its performance. According to Brooks and Philip Emmert (JalaluddinRakhmat, 2003: 105) someone who has a positive self-concept will be confident in the ability to overcome problems, feel equal to others, receive praise without shame, realize that everyone has various feelings, desires, and behavior that is not entirely approved by the community, and is able to improve itself because it is able to reveal aspects of personality that are not liked and try to change them. So that the Wali Nagari who has a positive self concept in his work will be able to produce better performance.

According to Robbins (2003) there are 3 factors that influence performance, namely: (1) Physical, mental, knowledge and skills, (2) Motivation, (3) Opportunities. Whereas according to Mangkunegara (2006) it is said that performance is influenced by three factors, namely: (1) Individual factors that include ability, expertise, background, and demography, (2) Psychological factors consist of perception, attitude, personality, learning, and motivation , (3) Organizational factors consist of resources, leadership, appreciation, structure, and job design.

The performance of each individual differs from one to the other because each individual has different characteristics. The training provided will affect the ability of the Wali Nagari so that it will improve performance, Wali Nagari who has high motivation will produce high performance, Wali Nagari who has a self-concept will affect their performance, and Wali Nagari who have relatively long experience will influence performance. Based on this background, the researcher titled "The Effect of Training, Motivation, Self-Concept, and Work Experience on the Performance of Wali Nagari".

Performance

According to Luthans (2005: 71) performance is the quantity or quality of something produced or services provided by someone who does the work. Sedangkan according to Mangkunegara (2007: 67) The term performance comes from job performance or actual performance (work performance or actual achievements achieved by someone), or also the work results in quality and quantity that an employee wants to achieve in carrying out his duties in accordance with responsibility given to him. According to Rivai (2009: 532) performance is defined as the willingness of a person or group of people to carry out an activity, and perfect it according to their responsibilities with results as expected. Based on these opinions it can be concluded that performance is the work of quality and quantity that an employee wants to achieve in carrying out his duties

in accordance with the responsibilities given to him according to certain criteria that apply to a particular job or position such as Wali Nagari in Sijunjung District.

Training

Training according to Mondy (2008: 210) is at the heart of ongoing efforts to improve employee competency and organizational performance. Training provides learners with the knowledge and skills needed for their current job. According to Dessler (2004: 216) suggests that training is a process of teaching the skills needed by employees to do their jobs. Furthermore, according to Byars And Rue (2008, p161), training is a learning process that involves the acquisition of skills, concepts, rules, or attitude to enhance employee performance. From this opinion it can be concluded that training is a continuous effort to improve the capabilities, concepts, attitudes, and competencies of employees to do their jobs and improve organizational performance.

Work Motivation

According to Gibson (2003: 88) motivation is the forces that are in the individual that cause and direct behaviour. Whereas according to Stoker in Kadarisman (2012: 278) in the concept suggests that work motivation is a driver for someone to do their job better, also a factor that makes the difference between success and failure in many ways and is an emotional energy that is very important for something new job. Furthermore, according to Nawawi (2005: 350) in his book explains the word motivation (motivation) is basically the word motive (motive) which means encouragement, cause or reason someone does something. In other words motivation means a condition that encourages or becomes a reason for someone to do an action or activity, which takes place consciously. So, from this opinion it can be concluded that motivation is a driver in the individual that raises and directs behaviour to do his job better. Every Wali Nagari in Sijunjung District should have a strong motivation to carry out their duties and responsibilities better. With strong motivation will improve the performance of Wali Nagari.

Self Concept

Self concept according to Brooks in Rachmat (2007: 99) "physical, social, and psychological perceptions of ourselves derived from experiences and our interaction with others". The concept of self is a person's views and feelings about him. This perception can be physical, social, and psychological. Physical perceptions can be in the form of views about self-appearance. Social perceptions can be in the form of views about how other people value them. While perceptions that are psychological can be in the form of views about self-nature. Furthermore, according to Taylor in Rachmat (2007: 100) defines the concept of self as "all you think and feel about you, the entire complex of beliefs and attitudes you hold about yourself". The concept of self includes everything that is thought about oneself, the beliefs and values that it holds. Whereas according to Surya (2007: 3) said that self-concept is a picture, perspective, belief, thought, feeling toward what people have about themselves which includes ability, self-character, attitudes, feelings, needs, life goals, and appearance.

Work Experience

Experience is the most important factor in improving individual performance in organizations. The experience that is owned makes a person accustomed to working on the tasks and responsibilities in a certain position. The definition of work experience based on the Ministry of National Education (2005: 26) is defined as what has been experienced (lived, felt, borne). According to Johnson (2007: 228) which states that experience raises a person's potential. Full potential will emerge gradually over time in response to a variety of experiences. With the learning process of various situations in the work will bring up one's potential. Understanding learning in each experience will also produce abilities or skills that will affect performance or work results. Furthermore, according to Foster (2001: 40) Work experience is as a measure of the length of time or work period that has been taken by someone in understanding the tasks of a job and have done it

well. Whereas according to Kotur (2014: 114) which states "a worker having good experience in his job can be a leader due to his special gift of experience he acquired during the course of his work". A person who has good experience in his work can become a leader because of the experience gained during his working time. From this opinion it can be concluded that work experience is knowledge or skills that are already known and mastered by someone due to the length of time or work period that has been taken by someone in understanding the tasks of a job that raises a person's potential in response to various experiences.

Methods

Based on the background of the problem and the purpose of the study, this research is included in the causative research that is analyzing the extent of the influence of training, motivation, self-concept, and work experience on the performance of Wali Nagari in Sijunjung District. Causative research aims to find the influence of an independent variable (training, motivation, self-concept, and work experience) on the dependent variable (performance) of Wali Nagari in Sijunjung District. The population in this study were all Wali Nagari in each Nagari in Sijunjung District. Sampling uses total sampling technique. The sample in this study were 60 respondents. The data analysis technique used is multiple linear regression analysis.

Results and Discussion

Characteristics of Respondents

In this section we will explain the characteristics of respondents described by sex, education, age, and working period / length of time being a Wali Nagari. The following will describe the characteristics of respondents based on these characteristics.

Table 1 Characteristics of Respondents

Number	Characteristics	Criteria	Frequency (people)	Percentage (%)
1	Gender	Mele	60	100
		Female	0	0
		Total	60	100
2	Education	SMP	6	10
		SMA	37	61,67
		D3	2	3,33
		S1	15	25
		Total	60	100
3	Age	25-35 years	3	5
		36-45 years	28	46,67
		46-50 years	12	20
		>51 years	17	28,33
		Total	60	100
4	Years of work	1 year	5	8,33
		2-5 years	44	73,33
		6-10 years	10	16,67
		≥11 years	1	1,67
		Total	60	100

Source: Primary Data Processing, 2019

Characteristics of respondents based on sex showed that male respondents as many as 60 people or 100%. Thus, Wali Nagari in Sijunjung District is male. Characteristics of respondents based on education level show that Wali Nagari in Sijunjung District is more dominant to have high school education level, which is as many as 37 people or 61.67%. Next is the Wali Nagari who has the last S1 education as many as 15 people or 25%. Wali Nagari with the last level of education in junior high school which is as many as 6 people or 10%. While

the lowest number based on education is at the D3 level of 2 people or 3.33%. The level of education shows the knowledge and power of thought possessed by respondents who will influence their work or duties and responsibilities as Wali Nagari. characteristics of respondents based on age showed that the majority of Nagari in Sijunjung District were in the age range of 36-45 years as many as 28 people or 46.67%. Then the number of Wali Nagari aged over 51 years is 17 people or 28.33%. The number of Wali Nagari aged 46-50 years is as many as 12 people or 20%. The lowest number of Wali Nagari based on age is 25-35 years, which are as many as 3 people or 5%. Characteristics of respondents based on their working period / length of time being Wali Nagari show that Wali Nagari in Sijunjung District is more dominant with the length of time being a Wali Nagari, which is in the 2-5 year span of 44 respondents (73.33%). Furthermore, in the time span of 6-10 years as many as 10 respondents (16.67%). Wali Nagari for a long time being Wali Nagari for 1 year, as many as 5 respondents (8.33%). While respondents who have become Wali Nagari for more than 11 years are as many as 1 respondent. Every Wali Nagari has a different tenure. The longer the working period, the more familiar the Wali Nagari will be in carrying out their duties and responsibilities and are accustomed to facing problems that are in the work.

Multiple Linear Regression Analysis

The data analysis method used in this study is using Multiple Linear Regression. Multiple linear regression is used to measure the relationship between two or more variables and shows the direction of the relationship between the dependent variable (performance) and the independent variable (training, work motivation, self-concept, and work experience).

The coefficient of determination measures how far the model's ability to explain the variation of the dependent variable. A small R Square value means the ability of independent variables to explain the dependent variables is very limited. Adjusted R² value = 0.902 or 90.2%. This means that the variables of training, work motivation, self-concept, and work experience have contributed 90.2% to the performance while the rest are explained by other variables outside the variables used in this study.

Multiple linear regression analysis was used to see the effect of independent variables in this study are training, work motivation, self-concept, and work experience on the performance of Wali Nagari in Sijunjung District. From the results of research and data processing can be seen the results of multiple linear regression analysis in the following table:

Table 2. Results of Multiple Linear Regression Analysis of Training, Work Motivation, and Self Concept of Performance

	Variables	Regression Coefficient	t-value	Sig.
1	(Constant)	-15,583	-5,596	0,000
	X1 (Training)	0,311	3,009	0,004
	X2 (Motivation)	0,357	2,636	0,011
	X3 (Self Concept)	0,135	3,263	0,002
	X4 (Experice)	0,497	4,284	0,000
R Square = 0,902				
F value = 137,366 , Sig. 0.000 ^a				

Source: Primary Data Processing, 2019

From the results of multiple linear regression calculations as shown in table 4.9 above shows the R square value of 0.902 which means that the magnitude of the contribution of independent variables influence the independent variables on the dependent variable by 90.2% while the remaining 9.8% is determined by other variables that are not contained in the model.

The results of hypothesis testing in this study can be explained as follows: (1) Hypothesis 1, to find out whether training has a significant effect on the performance of Wali Nagari in Sijunjung District, it can be seen from the results of t count of $3.009 > t$ table (1.67) in sig. $0.004 < 0.05$. It means that there is a significant influence between Training on the Performance of Wali Nagari in Sijunjung District; (2) Hypothesis 2 to find out whether work motivation has a significant effect on the performance of Wali Nagari in Sijunjung District. This can be seen from the calculation of the results of t count of $2.636 > t$ table (1.67) in sig. $0.011 < 0.05$. Based on these results, there is a significant influence between work motivation on the performance of Wali Nagari in Sijunjung District; (3) Hypothesis 3, Self-Concept has a significant effect on the Performance of Wali Nagari in Sijunjung District. This can be seen from the results of t count of $3.263 > t$ table (1.67) in sig. $0.002 < 0.05$. It means that there is a significant influence between self-concept towards the performance of Wali Nagari in Sijunjung District; (4) Hypothesis 4, work experience have a significant effect on the performance of the Wali Nagari in Sijunjung District, the results of t count are $4,284 > t$ table (1.67) in sig. $0.000 < 0.05$ which can be concluded that there is a significant influence between work experience on the performance of Wali Nagari in Sijunjung District. It can be stated that training, work motivation, self-concept, and work experience play an important role in creating the performance of Wali Nagari in Sijunjung District.

Discussion

Based on the results of the analysis, the training has a positive and significant effect on the performance of the Wali Nagari in Sijunjung District. Training variables have a significant effect on performance, meaning that the findings indicate that training provides meaning or contribution to performance. Positive regression coefficient signs from the performance variable indicate that there is a unidirectional relationship of training variables with performance variables, if the higher or better the training, the higher the performance of Wali Nagari in Sijunjung District.

Based on the calculation of the average and the level of achievement of respondents on each training indicator shows that the indicators that have the highest average and achievement levels of respondents are indicators of knowledge obtained. But the indicators of knowledge obtained are still in the sufficient category so that training effectiveness is needed in increasing the knowledge of Wali Nagari in Sijunjung District. In addition, the lowest indicator of the training variable is the indicator of material suitability. The training material given to the Wali Nagari is often not suitable for application by Wali Nagari. Although each indicator of the training variable has a level of achievement of the respondents in the good category but the training can affect the performance of the Wali Nagari. If each indicator of the training variable is improved, it will improve the performance of Wali Nagari.

The training provided will increase the knowledge and skills of the Wali Nagari. According to Mondy (2008: 256) although each HR function contributes to performance management, training and performance assessment play a significant role in the process. If skills need to be improved, training is needed. The results of this study are in line with the results of Ameer (2013) which shows that training is positively and significantly related to employee performance. Elnaga (2013) and Sharma (2014) assert that there is a training effect that has a positive influence on employee performance. Furthermore, the results of Diab's research (2015) show that the training component influences the performance of workers. Training that has been received by employees will improve their ability to work, gain new knowledge or develop existing knowledge, and can find new solutions in their work so that it will improve its performance. Sharma (2014) states that training is an internal machine of someone who has long-term benefits. Wali Nagari's performance can increase or decrease in line with the provision of training measured based on training indicators. Giving Training to the Wali Nagari should be able to pay attention to all the training so that it can increase the effectiveness of the training so that later it will have an impact on the Performance of the Wali Nagari.

Based on the results of the study, it can be seen that work motivation variables have a positive and significant influence on the performance of Wali Nagari in Sijunjung District. Work motivation variables have a significant effect on performance, meaning that these findings indicate that work motivation provides

meaning or contribution to performance. In other words, it can be affirmed that the better the responsibility in carrying out tasks, carrying out tasks with clear targets, having pleasure in working, and prioritizing the achievements of what he does, it will improve the performance of Wali Nagari.

These findings prove that the performance of Wali Nagari in Sijunjung District is determined by work motivation. The better work motivation can improve the performance of Wali Nagari. Work motivation is seen from responsibility in carrying out tasks, carrying out tasks with clear targets, having pleasure in working, and prioritizing the achievements of what he does.

Based on the calculation of the average and the level of achievement of respondents on each indicator of the motivation variable shows that the indicators that have the highest average and achievement level of respondents are indicators that prioritize the achievements of what they do in good categories. This means that Wali Nagari has high motivation in prioritizing the achievements of what he did as Wali Nagari, so that it can improve the performance of Wali Nagari.

High motivation will make Wali Nagari work better with high morale so that it will improve its performance. According to Gomez (2003: 177) that performance or performance is a function of motivation and ability, or can be written with the formula $P = f(m, a)$ where "p" is performance / performance, "m" is motivation / motivation, and "a" is ability. The results of this study are in line with the results of Dobre's research (2013), Sharma (2014), and Ngima (2013) showing that there is an effect of motivation on performance. Someone who has high motivation in work will produce a better job than the low motivation so that it can improve its performance. The results of this study are also in line with the results of Dobre's research (2013), Sharma (2014), and Ngima (2013) showing that there is an effect of motivation on performance. If Wali Nagari is able to do work and wants to achieve maximum work results in his work, motivation is needed to bring about willingness and enthusiasm to achieve better performance.

Based on the results of the analysis, the self-concept has a positive and significant effect on the performance of Wali Nagari in Sijunjung District. Variable self-concept has a significant effect on performance, meaning that the findings show that the self concept provides meaning or contribution to performance. The positive regression coefficient signs from the performance variable shows that there is a unidirectional relationship from the self concept variable with the performance variable, if the higher or better self-concept of the Wali Nagari, the higher the performance of the Wali Nagari in Sijunjung District.

Self-concept of Wali Nagari will affect its performance. According to Brooks and Philip Emmert (JalaluddinRakhmat, 2003: 105) someone who has a positive self-concept will be confident in the ability to overcome problems, feel equal to others, receive praise without shame, realize that everyone has various feelings, desires, and behavior that is not entirely approved by the community, and is able to improve itself because it is able to reveal aspects of personality that are not liked and try to change them. So that someone who has a positive self-concept in his work will be able to produce better performance.

The results of this study are in line with the results of the study of Hameed (2013) and Campbell, Assanand & Di Paula (2000) in Scroggins (2008) which shows that self-concept based organizations will improve performance. Self-concept will create motivation for someone in carrying out their duties and responsibilities so that it will improve its performance. Furthermore, Schein's research in Arnolds (2002) shows that individual attributes such as self-concept will affect performance. Wali Nagari who has a positive self-concept will be able to look at his work with positive attitudes and actions and run it better and wholeheartedly. So the Wali Nagari who has a positive self concept will be able to produce high performance.

Based on the results of the analysis, work experience has a positive and significant effect on the performance of Wali Nagari in Sijunjung District. Variable work experience has a significant effect on performance, meaning that the findings show that work experience provides meaning or contribution to performance. A positive regression coefficient sign from the performance variable shows that there is a unidirectional relationship from the work experience variable with the performance variable, if the better work experience of Wali Nagari, the higher the performance of Wali Nagari in Sijunjung District.

Based on the calculation of the average and the level of achievement of respondents on each indicator of the work experience variable shows that the indicators that have the highest average and achievement levels of respondents are indicators of length of time / period of employment. This means that Wali Nagari has a sufficient working period as Wali Nagari who is able to support the smooth running of activities as Wali Nagari so that it will affect his performance. With the more experienced Wali Nagari in his work such as carrying out his duties and responsibilities will make the Wali Nagari accustomed to carrying out routine tasks, overcoming problems, and finding the best solution so that with more experienced Wali Nagari the performance will be higher. According to Foster (2001: 40) Work experience is a measure of the length of time or period of works that has been taken by someone in understanding the tasks of a job and has done it well. The results of this study are in line with the results of Kotur's research (2014) which shows that increasing work experience will result in better performance. Chu's research (2012) also states that experience will affect one's work performance. Having experience in a particular job or position will make a person accustomed to working on the task or position so that it will produce good performance.

Conclusions

Based on the results of the research described in the previous chapter, some conclusions can be drawn as follows: (1) Training has a significant effect on the performance; (2) Work motivation has a significant effect on the performance; (3) Self-concept has a significant effect on the performance. (4) Work experience has a significant effect on the performance. Based on the results of the research and conclusions obtained in this study, the suggestions that the authors can provide to improve the performance of Wali Nagari in Sijunjung District are as follows: First, policies regarding work experience, by increasing Wali Nagari's mastery of work and equipment by providing work experience that supports the mastery of every task and responsibility, optimizes village resources, and improves work experience so that it can work better. Improve the knowledge and skills possessed by Wali Nagari by providing understanding and application of information in work responsibilities, improving skills through experience, and increasing knowledge through experience. Increase the length of time / work period of Wali Nagari by providing sufficient working period as Wali Nagari, length of work / period of work that is able to support the smooth running of activities as Wali Nagari, and increase work period so that it can work better.

Second, Improve the self-concept of the Wali Nagari by increasing judging self by making Wali Nagari satisfied with me now and as expected; improve self-behaviour (Behavioural Self) Wali Nagari by acting and behaving better, caring about one's appearance, being able to solve every problem easily, always thinking before acting, always carrying out tasks with enthusiasm, and in any situation able to take care of them; improving Social Self Wali Nagari by making Wali Nagari able to develop closeness with others, be friendly, be able to socialize in the desired way, and be able to treat others better; improving Identity Self Wali Nagari by making Wali Nagari look neat and attractive, like her now, be more calm, easy to build relationships, be able to think clearly in various situations, and have high morale; improve self-ethics and morals (Moral-ethical Self) Wali Nagari by behaving more politely and honestly, and making religion a guide in everyday life.

Third, improve the training by adapting the training material by providing the training material according to the work and supporting the work as Wali Nagari; adapting training methods by providing effective training methods to increase the knowledge and skills of the Wali Nagari; improve the skills acquired by Wali Nagari by providing training that can improve the skills of the Wali Nagari and provide opportunities and opportunities to develop the skills and expertise possessed from the training he acquired; increase the knowledge gained by Wali Nagari by means of the training given should be able to increase knowledge, develop thinking patterns, and guide the thought process of the Wali Nagari better, increase the ability to find ideas, ideas, and concepts that support work.

Fourth, increase the motivation of Wali Nagari's by increase the pleasure of Wali Nagari in working by making Wali Nagari try to finish the job feeling happy and proud of every job that is charged; increase

responsibility in carrying out tasks by maintaining the timeliness and perfection of work results, never complaining and feeling heavy about the burden, and trying to correct mistakes that have been made in carrying out the next work; making the Wali Nagari carry out the task with a clear target, namely by means of the Wali Nagari must have a target in carrying out each job, carry out the work correctly and do not make mistakes, and have priorities to achieve better results / targets; making Wali Nagari prioritize the achievements of what it does, namely by trying to finish the work faster than the time, optimistically completing good work even though it is heavy, and being able to take advantage of time optimally.

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