

The Role of *E-Kinerja*, Additional Employee Income (TPP) and Work Ability towards Job Performance Mediate by Job Satisfaction in Public Health Office, Malang Regency



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ABSTRACT: *E-Kinerja* is a tool for calculating employee performance allowances by implementing an e-performance system, providing employee performance allowances more evenly for the same work. Additional Employee Income (TPP) is an incentive given to civil servants (PNS) in the form of additional income in order to improve performance, and it is given to employees as a bonus for the performance achieved. Work ability is the skills individuals possess in carrying out tasks given to individuals concerned. Therefore, apart from being driven by a person's outstanding abilities and sufficient motivation, peak performance is also supported by a conducive environment. The research aims to determine and analyze the description of *E-Kinerja*, Employee Income Allowance (TPP), Work Ability, Employee Job Satisfaction and Employee Performance at the Malang District Health Service.

This research uses an explanatory research approach. Explanatory research. *E-Kinerja* system, Employee Income Allowance (TPP), work ability on performance through job satisfaction. Analysis techniques used: classical assumption test, validity test, reliability test, path analysis test. The research results show an influence of *E-Kinerja*, TPP (Employee Income Allowance), and Work Ability on Employee Job Satisfaction at the Malang District Health Service. The research results show an influence of *E-Kinerja*, Employee Income Allowance, and Work Ability on Employee Performance at the Malang District Health Service. The research results show job satisfaction influences employee performance at the Malang District Health Service. The research results show that the influence of *E-Kinerja*, Employee Income Allowance (TPP), and Work Ability on Performance is mediated by Employee Job Satisfaction at the Malang District Health Service.

KEYWORDS: E-Kinerja, Additional Employee Income (TPP), Work Ability, Job Satisfaction, Job Performance.

I. INTRODUCTION

E-Kinerja is a web-based application that analyzes job requirements and workloads for individual or unit organizations. This application has been found to be the basis for calculating employee performance. After knowing how well the employees are performing from the application, it can be easier to give them the right incentive. Hence, from this application, the distribution of the incentive has become more evenly. The ones who work hard will get a high incentive and vice versa.

Hence, *e-Kinerja* also monitors employee activity during working hours. It can be seen if the employee is doing other work or not. This performance will be supervised by the team annually, monthly, weekly, and even daily. Wahyuni (2020) found that there is a significant effect between e-Kinerja and employee performance in Payakumbuh City. *E-Kinerja* has also become a tool for calculating the proper additional employee income.

Additional employee income is an incentive given to government employees in the form of additional income. The income is countable as a gift for the employee's excellent performance. The additional employee income given to employees is related to their attendance and how they perform at work. Back then, there were other additional employee incomes, but the additional employee income in the region would be refined to match the old version because its purpose was specifically for employee motivation and fair appreciation.

Susanto (2020) found that an additional employee income policy in Bengkulu Province can affect employees' motivation to finish their work on time. Based on Peraturan Bupati Malang, Number 6 in 2022 (Perda, 2022), the indicator of additional employee income consists of civil servant job class, civil servant workload, and civil servant attendance.

Work ability is a skill that an individual has to finish their job. Therefore, aside from being influenced by high motivation from the employee and a good environment, the employee's ability also plays an important role in increasing employee performance. The leader needs to know their employee's characteristics because from characteristics, the environment and ambience of the office can be built up. Work ability indicators consist of: knowledge, training, skill, and capability of the employee. Jayanti (2021) found that

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work ability positively influences job performance because the employee should have a great skill to work efficiently to increase job performance.

Job performance is influenced by work ability, because a great ability can help employee to finish their work efficiently. The employee also can tackle all of their responsibility with a good work ability (Pasalong, 2010). On the other side, job satisfaction also increases job performance. Job satisfaction can influence an employee to be hard-working and push their motivation. Hence, job satisfaction is often in accordance with the employee's ability to work. One of the factors that influence job satisfaction is the physical and mental ability of the employee because employees are charged to have some qualifications and skills to finish their jobs easily. Therefore, increasing job satisfaction is also influenced by the employee's work ability (As'ad, 2019). According to Nasution (2023), an individual's work ability can positively and significantly influence job satisfaction.

This research focuses on the application of e-kinerja in the Malang District Health Office. In the implementation, the employee uploads a report to the application to show their work activity and output. E-kinerja can be accessed on a computer, laptop, or Android phone; the base of the application uses an employee ID number. However, in reality, it is constrained by the fact that not all employees can operate e-kinerja. Also, sometimes, the internet connection could be better for employees to upload their reports in e-kinerja. Initially, some employees still needed help adapting to the new applications and learning how to do electronic work. Therefore, from the background, this research analyses the effect of e-Kinerja application, additional employee income, and workability towards job performance through job satisfaction in the Malang District Health Office.

II. LITERATURE REVIEW

***E-Kinerja* Evaluation**

E-kinerja is a web-based application that analyzes a job requirement, a position workload, or a unit workload. The application is used as the base to count the work accomplishments to give suitable additional income (Putri, 2014). A successful application and system reflect user satisfaction, and to test the success, it needs to do some models. The application models need to keep it simple but a complete package (Negara, 2017). In this research, e-kinerja evaluation indicators from Wayne in Fatmawati (2023) consist of relevance, sensitivity, reliability, acceptability, and practicality.

Additional Employee Income (TPP)

Sriwahyuni (2021) said that additional employee income (TPP) is an incentive given as an additional income based on monthly employee performance. The additional income is excluded from the monthly salary and is based on the legislation policy. The goal is for additional employee income to increase employee performance, work discipline, and work motivation. Based on Moorhead & Griffin (2013), additional employee income is used to maintain and motivate a good quality employee. On the other hand, it is crucial to maintain a salary structure that is fair internally and competitive externally. In this research, additional employee income indicators based on Peraturan Bupati Malang, number 6 in 2022 (Perda, 2022), consist of job classification, work load and attendance.

Work Ability

All employees need to be able to implement their responsibilities and jobs (Wijono, 2021). Therefore, Handoko (2013) explains that some factors determine workability, including education, training, and work experience. Meanwhile, in this research, the indicators used for workability, according to Rajarjo et al. (2021), consist of knowledge, training, skill, and work capability.

Job Performance

Nurjaya (2021) explains that job performance is an achievement over some particular tasks. Job performance is also important for company performance, which is an achievement that actualizes the company's goals. Farisi et al. (2020) said that job performance is a result that is achieved by the employee according to the goals of the workload. In this research, job performance indicators, according to Mangkunegara in Maryati (2021), consist of work quality, work quantity, work execution, and responsibility.

Job Satisfaction

According to Sutrisno (2019), work satisfaction is the employee's attitude towards their job. Job satisfaction relates to the work situation, the interaction between employees, the rewards, and other physical and psychological things. Excellent work satisfaction should be built up so that the morality of the employee, dedication, and employee discipline can be increased. Therefore, job satisfaction is related to employee responsibility. According to Nabawi (2020), the indicators of job satisfaction consist of enjoying their job, discipline, and work achievement.

III. METHODS

This research uses explanatory research to explain the variables' position and impact on each other (Sugiyono, 2017). Therefore, this research uses the quantitative method and consists of one endogen variable, job performance (Y2), one intervening variable,

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job satisfaction (Y1), and three exogen variables, E-Kinerja (X1), Additional Employee Income (TPP) (X2), and Work Ability (X3). The sampling method used purposive sampling and found 80 respondents (because 80 people already got additional employee income, 5 people have not got the additional employee income) which are the employee of Malang District Health Office. The data collection was done using a questionnaire with the Likert scale and the secondary data collected by documentation. Moreover, the data analysis includes descriptive analysis and hypothesis analysis using SEM which is a combination of factor analysis, regression and path analysis.

IV. RESULT

A. Respondent characteristics

Initially, the questionnaire was distributed to 80 respondents which are the employee of Malang District Health Office. Furthermore, the characteristics of the respondent explain in Table 1:

Table 1: Respondent Characteristics

Characteristics	Category	N	Precentage
Age	25-30 years old	12	15%
	31-40 years old	42	52.5%
	>41 years old	26	32.5%
Gender	Female	31	38.7%
	Male	49	61.3%
Years of Service	1-3 years	14	17.5%
	4-5 years	43	53.7%
	>6 years	23	28.7%

Table 1 indicate that most of the respondent are male and 31-40 years old, most of them already dedicate in Malang District Health Office for 4-5 years.

B. Classic Assumption Test

This study has 3 assumption tests. First is multicollinearity found that the VIF value in sub-structure 1 and sub-structure 2 are all smaller than 5, therefore in the two-regression free from multicollinearity. Second is normality test, found that the two sub-structure all have the data scattered in the P-Plot, therefore the data is normal. Last is heteroskedasticity test found that the scatterplot is scattered around in all of the sub-structure so there is no heteroskedasticity in this data.

C. Hypothesis Test

Table 2: Hypothesis Test

Hypothesis	Coefficient	t	Sig.	Summary
Direct Effect				
E-Kinerja (X1) -> Job Satisfaction (Y1)	0.222	2.116	0.038	Significant
Additional Employee Income (X2) -> Job Satisfaction (Y1)	0.209	2.117	0.038	Significant
Work Ability (X3) -> Job Satisfaction (Y1)	0.460	4.212	0.000	Significant
E-Kinerja (X1) -> Job Performance (Y2)	0.299	2.821	0.006	Significant
Additional Employee Income (X2) -> Job Performance (Y2)	0.295	2.950	0.038	Significant
Work Ability (X3) -> Job Performance (Y2)	0.488	4.407	0.000	Significant
Job Satisfaction (Y1) -> Job Performance (Y2)	0.991			Significant
Indirect Effect				
E-Kinerja (X1) -> Job Satisfaction (Y1) -> Job Performance (Y2)	0.222* x 0.991* = 0.220			Total Effect = 0.519
Additional Employee Income (X2) -> Job Satisfaction (Y1) -> Job Performance (Y2)	0.209* x 0.991* = 0.207			Total Effect = 0.502

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Hypothesis	Coefficient	t	Sig.	Summary
Work Ability (X3) -> Job Satisfaction (Y1) -> Job Performance (Y2)	0.460* x 0.991* = 0.456			Total Effect = 0.944

Note: * is significant

Table 2 found that all of the direct effect are significant. Therefore, as for the effect of E-Kinerja towards Job Performance through Job Satisfaction the total effect is bigger (0.519) than the direct effect (0.299), means that Job Satisfaction successfully become an intervening variable. Meanwhile for the effect of Additional Employee towards Job Performance through Job Satisfaction the total effect is bigger (0.502) than the direct effect (0.295). As well as the effect of Work Ability towards Job Performance through Job Satisfaction the total effect is bigger (0.944) than the direct effect (0.488). Therefore, Job Satisfaction successfully become mediating variable.

D. DISCUSSION

- 1) E-Kinerja effect towards Job Satisfaction
E-kinerja found significantly influence job satisfaction in this research. Therefore, e-kinerja shows a transparent platform for the employee to see the goals, progress, and feedback from the manager. E-kinerja can increasing employee responsibility and motivation to reach the target. In the development, e-kinerja can help employee to identify in which area they need to keep improving. Therefore, to reach the optimal result, e-kinerja system need to designed well, the employee needs to be involved, and the positive work culture need to be maintained.
- 2) Additional Employee Income (TPP) towards Job Satisfaction
Additional employee income found significantly influence job satisfaction in this research. Therefore, to reach optimal result, the additional income needs to applied evenly and reasonable. Also to increase employee motivation and satisfaction, it's need to combine with other effort. In this research found that additional employee income can fulfilling the employee needs, increasing the employee life. On the other side, the employee feel seen in the job environment, they also feel happy and calm because they need already fulfilled. So that they can focus on their work and become more loyal to their company.
- 3) Work Ability towards Job Satisfaction
In this research found that work ability significantly influences job satisfaction. Work ability can affect the expectation in the job, if the employee had the right ability the same as the job demands. Hence, work ability can increase self-control where employees with adequate abilities feel they have control over their work. Work ability can support promotion and recognition, which a great work ability can open an opportunity for promotion and a bigger achievement for the employee. Therefore, it can increase employee job satisfaction.
- 4) E-kinerja effect towards Job Performance
E-kinerja expected to bring positive influence for the employee job performance. Job performance including accountability and transparency. E-kinerja provide a platform for employee to construct Employee Performance Targets and make a electronic report from it. The manager can monitor and assess employee performance in real-time, thereby increasing accountability and transparency in performance appraisals. Centralized performance data facilitates more effective decision-making and policy-making. Therefore, e-kinerja can help to increasing the employee job performance.
- 5) Additional Employee Income (TPP) towards Job Performance
Additional employee income (TPP) significantly influences job performance. In this research, additional employee income can increase employee performance to become more productive. Because additional employee income is an appreciation for their performance. The higher additional employee income, employee become more motivated to reach the target and increase their performance.
- 6) Work Ability effect towards Job Performance
In this research work ability significantly influence job performance. In this case, the higher the employee work ability, their performance also become higher. Work ability is one of the important factors that affected job performance. From a great work ability, it also can achieve company goals easily.
- 7) E-Kinerja, Additional Employee Income (TPP) and Work Ability effect towards Job Performance through Job Satisfaction
In this research found that job satisfaction can mediate between e-kinerja and job performance in Malang District Health Office. Job satisfaction considered important, in this research the employee that have a great performance is an employee that feels satisfied with what they have, including income and additional income, a reasonable work load, and opportunity to evolve. Meanwhile, for increasing job satisfaction can be conduct from increasing income, training, job environment, and building a positive relationship between the company and the employee. It is found in this research that job satisfaction can mirror the employee attitudes and feelings about their work, and from job satisfaction can influence their performance and loyal. Employees who are satisfied with their jobs tend to be more motivated, work harder, and are absent less.

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V. CONCLUSION

1. E-kinerja supported by relevance, reliability and acceptability. Additional employee income (TPP) supported by job classification, work load and attendance. Work ability supported by knowledge, training, skill, and work capability. Hence, job performance supported by work quality, work quantity, work execution, and responsibility. Last, job satisfaction supported by enjoying their job, discipline, and work achievement.
2. In this research, e-kinerja, additional employee income, and work ability can influence job satisfaction in Malang District Health Office. The variable that has the most influence on job satisfaction is work ability with 4.04 average score and the most dominant indicator is training.
3. E-kinerja, additional employee income, and work ability have significantly influence work performance in Malang District Health Office.
4. In this research, work satisfaction influence job performance in Malang District Health Office and the most significant indicator is work achievement with 4.03 average score.
5. Job satisfaction able to mediate between e-kinerja, additional employee income, and work ability towards job performance. In this research shows that the indirect effect scores bigger than direct effect. It means that if the employee feels satisfied and can operate e-kinerja well, also feel satisfied with the additional income, and from the work ability the employee can have an achievement, so the job performance of the employee in Malang District Health Office also increases.

Based on the research results obtained, there are several suggestions for improving the employee of Dinas Kesehatan Kabupaten Malang:

1. Ensure that the e-kinerja system is easy to use, understand and access by all employees by conducting regular socialization and training.
2. The additional employee income needs to be adjusted to employee performance and responsibilities, give training and opportunity for the employee to develop their skills for their job.

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