Research Paper

The Influence Of Skills, Ability And Motivation On The Performance Of Doctors In Regional General Hospitals Padang Pariaman

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Abstract
This study aims to see the effect(1)Skills on the performance of Padang Pariaman Hospital doctors.(2)Ability to the performance of Padang Pariaman Hospital doctors. (3)Motivation for the performance of doctors at Padang Pariaman Hospital (4) Skills, abilities and motivation jointly influence the performance of doctors at Padang Pariaman Hospital.

The entire population in this studyThere are 35 employees at Padang Pariaman Hospital. Andtechnique in taking this sample using total sampling technique (overall sample), total sampling is a sampling technique where the number of samples is equal to the population. Data analysis technique isStructural Equation Modellingby using the Smart PLS application.

The results of this study indicate that(1) Skillshas a positive influence on the performance of doctors at Padang Pariaman Hospital. (2)Abilityhas a positive influence on the performance of doctors at Padang Pariaman Hospital. (3)Motivationhas a positive influence on the performance of doctors at Padang Pariaman Hospital (4)Skills, abilities, motivation jointly has a positive effect on the performance of doctors at Padang Pariaman Hospital

Keywords: Performance, Skills, Ability, Motivation

I.   Introduction

In the current era of competition, many agencies face increasingly tough and competitive challenges. In dealing with these conditions, the business world is now required to be able to create employees who have high productivity in agency development. Agencies must be able to build and improve work performance in an adequate environment and management to maximize employees or employees so that they can achieve high. This cannot be separated from human resources as the main factor, because human resources are actors in the implementation of all activities from the planning to evaluation levels that are able to utilize other resources owned by agencies.

Humans are the main key in an institution. Without humans, it is impossible for an agency to be formed and run to achieve its goals. In an agency several departments will be formed and each department has different responsibilities. In management, the function of human resources is to recruit, train and develop, as well as motivate workers so that employees have good performance. The human resources department has the responsibility to recruit prospective employees who have the competencies required by the agency. These employee competencies will become a reference for managers to place them in a particular job position. Not only recruiting

Jobs that require skills to bring satisfaction will affect performance, if a job is done based on skills (skills), it is not impossible that good employee performance will be created, so that by itself good organizational productivity will also be created. This management of employee skills (expertise) to produce good performance is the responsibility of a Human Resources manager in an organization while the function of the importance of managing Human Resources manager skills. According to(Wake Up, 2020) are (1) changes in technology (2) job specialization (3) Demands of unions (4) Capabilities of existing employees (5) Availability of prospective employees (6) Gap in knowledge and skills between employees, and (7) Psychological needs and social from work.

Ability (ability) is a person's talent in performing mental and physical tasks(John R., et al, 2018).Robbins, (2016) defines that the capacity of an individual is seen in carrying out several tasks in a job. According toHandoko, (2014) ability is a factor in determining the success of the personnel department in maintaining effective human resources.

To complete a good job given by the leadership, a person must have a certain degree of willingness and level of ability. A person's willingness and skills are not effective enough to do something without a clear understanding of what to do and how to do it.

Padang Pariaman Hospital is a type-C Education Hospital with the main activity of providing specialist and sub-specialty health services. As a health service provider, it must also be able to become the best place to work for doctors, a pleasant place for customers, including as a place for quality education, training and research. Padang Pariaman Hospital has 35 doctors, the majority of whom come from West Sumatra and live in Padang. In the implementation of services, the productivity of good doctors plays a very important role in achieving agency goals. Padang Pariaman Hospital facilitates human resources who are trained to detect (recognize) changes in a patient's condition deteriorating and are able to take action / implement an early warning system (EWS). So doctors must have the ability to create quality services and be able to know the needs of patients by using Standard Operating Procedures (SOP). And doctors must be motivated in producing both internal and external motivation. The following are the results of an initial survey regarding the performance of doctors at Padang Pariaman Hospital:

Table 1
Preliminary Survey of Doctor Performance at Padang Pariaman Hospital

No	Statement	Agree (%)	Don't agree (%)
1	I can do the job carefully and conscientiously	25	75
2	I am able to complete the work according to the target	35	65
3	I am able to complete work accurately and precisely	33	67
4	I can interact with other doctors	20	80
	Average	**28**	**72**

Source : Padang Pariaman Hospital

Based on the results of the initial survey that the researchers conducted regarding performance, it can be seen that on average of all performance indicator statements the value that states that they disagree is very high, namely 72% compared to the statements that agree, namely 28%. Wheninterview the researcher asked the reason for the statement regarding the job target the respondent answered that the work was considered to be very heavy so that it was not in accordance with the completion target, so the results obtained were not good and inaccurate. On the indicators of collaboration with other doctors, several doctors said that in cooperation with the completion of tasks in the office, they felt that they were not solid and were running well, so the results were also not good for the performance appraisal. Based on these existing problems, it can be seen that the performance of doctors at Padang Pariaman Hospital is experiencing problems, causing the doctor's performance to decrease.

In addition, there are issues regarding patient safety based on reports and analysis of Healthcare Associated Infections (HAIs) data at Padang Pariaman Hospital, the incidence of phlebitis infection in 2017 was still high at 12.01%. the incidence of nosocomial infection sets the standard ≤1.5%. 9 This shows that the implementation of target 5 is still low, namely reducing the risk of infection related to health services.

In order to improve public access to health service facilities, the Padang Pariaman District Health Office has made various efforts during 2018. These efforts were realized in various programs and activities. The success measures that have been determined are: 1. Universal Coverage Visit Rage 2. Universal Health Coverage The performance indicators and achievements of this target can be described as follows:

Table 2
Evaluation of performance achievements

No	Strategic target	Performance indicators	Realization	
			2021	2022
1	Increasing community visits to health care facilities	Universal Coverage Visit Rate	96,91	95.63
		Universal Health Coverage	90,49	88,23
2	Increasing the independence of the community for a healthy life	Village/nagari coverage on active alert	95.35	92.34
		Percentage of funnels implementing STBM	92.81	90,21
3	Increasing the quality of health service facilities	Percentage of accredited health service facilities	99.15	91.85
		Life Expectancy	90,21	88.75

Source: Padang Pariaman Hospital

Based on the data above, it can be seen that the performance assessed from the evaluation of performance achievements has decreased, this can be seen in several performance indicators for 2021 the value still looks high but in 2022 the realization will decrease. This of course denotes the existence of problems that occur in Padang Pariaman Hospital.

As the results of the author's interview regarding knowledge management with one of the Padang Pariaman Hospital Doctors that the knowledge management possessed by Padang Pariaman Hospital Doctors is knowledge that has been obtained from training such as organizational learning, learning about tools in the service process carried out by agencies to all sources human resources in the agency. The training that was carried out for doctors at Padang Pariaman Hospital was the first in-service training that was able to improve the ability of doctors. This training was very much needed because of the rapid development of technology and services. The second is training (Occupational Health and Safety (K3) which is able to increase knowledge and skills in carrying out work safely, without causing risks to health.

Table 3
Physician HR Development Performance Report
Padang Pariaman Hospital in 2021

No	M. Jamil Hospital HR development target	Target (%)	Realization		
			2018	2019	2020
1	Physicians are trained to provide services to high-risk patients and high-risk services	100	75	80	86
2	There is evidence of implementation of service delivery to high-risk patients and high-risk services	100	70	78	67
3	There is evidence that the development of high-risk services is included in the hospital's quality improvement program	100	65	75	80

Source :Padang Pariaman Hospital doctor

It can be seen from table 3 that the number of targets for the development of human resources for doctors in 2018, the number of realizations does not match the number of targets that must be implemented, and also the level of achievement of development in 2019 services has decreased in achieving targets, and in 2020 there has also been a decrease in targets. I can understand that from 2019 - 2020 there was a very high decline in performance due to knowledge management, skills, abilities possessed by doctors and employee motivation. In Yati Suhartini's research (2015) entitled "The Influence of Employee Knowledge, Skills, and Abilities on Doctor Performance (Studies in the Leather Craft Industry in Manding, Bantul, Yogyakarta." The three independent variables namely knowledge, skills, and ability significantly influence the performance of doctors. Of the three independent variables, the skill variable is the variable that has the most influence on physician performance.

From the explanation described, the author conducted research to find out about skills, abilities and motivation on the performance of doctors at Padang Pariaman Hospital, which the author will describe in a proposal entitled "The Influence of Skills, Abilities and Motivation on the Performance of Doctors at Padang Pariaman Hospital"

II. Research Methods

The population in this study are namelywholePadang Pariaman Hospital doctors as many as 35 people.

The research sample is part of the selected population and represents that populationMuri, (2015). Meanwhile according toSugiyono, (2017)the sample is part of the number and characteristics possessed by the population and what is learned from the sample, the conclusions will be applicable to the population.

The technique for taking this sample uses a total sampling technique, t*total sampling*is a sampling technique where the number of samples is equal to the populationSugiyono, (2017). The reason for taking total sampling is because according toSugiyono, (2017)the total population is less than 100, the entire population is used as a research sample.

Because the population in this study is less than 100, the sample used is the entire population. So, the sample in this study is the same as the population, namely the entirePadang Pariaman Hospital Doctor, totaling 35 people.

Testing the hypothesis in this study using multiple regression analysis. Multiple regression analysis aims to determine the causal relationship between the influencing variables and the affected variables processed using PLS software.

Research result
Measurement Model Testing
*Loading Factor***(LF)**

The outer loading values for the variables of work stress, workload, conflict and climate can be seen in Figure 1 below. The results of data processing using SmartPLS 3.0 produce outer loading for each indicator of each of the variables studied.
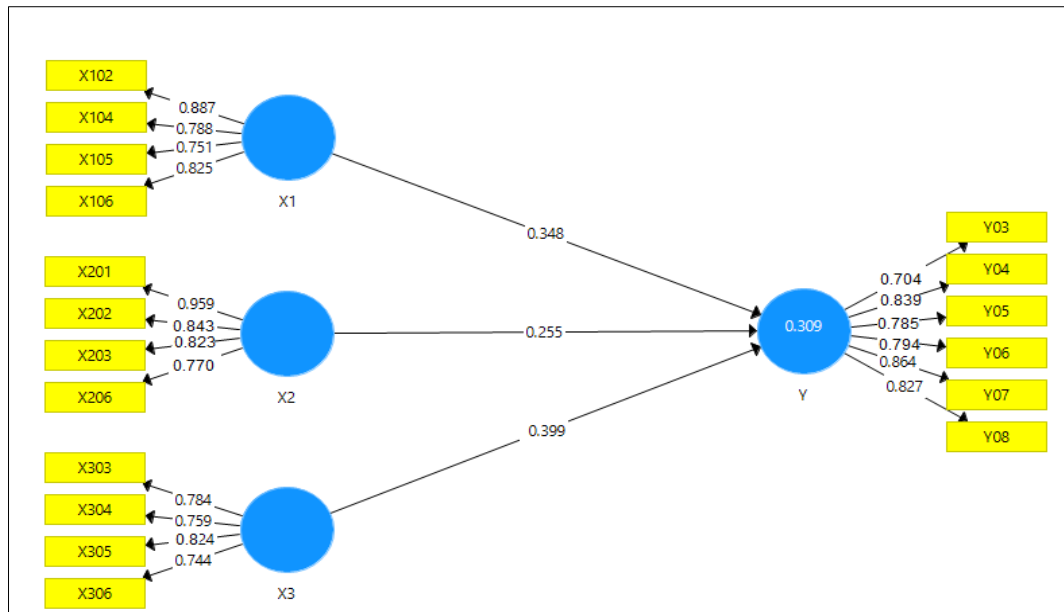

Figure 1
Outer Loading Factor

The first evaluation evaluates the loading factor, its function is to show how much the correlation between the indicators and the latent variables is. A reflective indicator must be removed from the measurement model when the value of the loading factor (λ) < 0.7 and then the model is recalculated. If the value of the loading factor (λ) > 0.7 then the indicator is said to be valid. Indicators with high factor loading have a strong contribution to explain their latent variables. Conversely, indicators with low factor loading have a weak contribution to explain the latent variables.

The discriminant validity test is used to describe between variables that should not be related to a valid correlation with a cross loading indicator value that is greater than the correlation value with other latent variables, namely <0.85. The results of the Discriminant Validity Test can be seen in Table 4 below:

Table 4
Discriminant Validity Cross Loading Test Results

	Skills	Ability	Work motivation	Communication	Performance
X103	0.209	0.746	0.720	0.134	0.814
X104	0.249	0.624	0.582	0.150	0.724
X106	0.386	0.800	0.762	0.069	0.171
X107	0.493	0.762	0.625	0.273	0.845
X108	0.298	0.388	0.440	0.164	0.538
X109	0.231	0.746	0.632	0.213	0.762
X110	0.807	0.602	0.553	0.275	0.731
X111	0.794	0.617	0.640	0.138	0.744
X112	0.287	0.579	0.622	0.092	0.758
X113	0.152	0.607	0.607	0.154	0.742
X114	0.188	0.679	0.617	0.226	0.774

X115	0.114	0.691	0.674	0.154	0.838
X117	0.695	0.511	0.440	0.071	0.537
X118	0.218	0.707	0.611	0.039	0.784
X201	0.735	0.726	0.689	0.167	0.685
X205	0.531	0.748	0.538	0.225	0.632
X206	0.553	0.832	0.724	0.173	0.620
X208	0.531	0.711	0.543	0.293	0.539
X209	0.503	0.797	0.702	0.033	0.621
X210	0.689	0.765	0.581	0.027	0.705
X306	0.422	0.605	0.811	0.043	0.519
X307	0.634	0.771	0.860	0.070	0.658
X309	0.760	0.793	0.912	0.022	0.767
X323	0.618	0.588	0.797	0.204	0.514
X401	0.004	0.040	0.139	0.653	0.015
X404	0.165	0.166	0.021	0.875	0.291
X405	0.151	0.161	0.158	0.618	0.157
X406	0.013	0.027	0.028	0.531	0.108
Y01	0.781	0.736	0.614	0.103	0.282
Y03	0.791	0.662	0.637	0.363	0.244
Y04	0.767	0.698	0.604	0.170	0.199
Y07	0.829	0.801	0.700	0.231	0.175
Y08	0.659	0.640	0.454	0.204	0.734
Y09	0.817	0.807	0.756	0.272	0.170
Y10	0.688	0.607	0.605	0.471	0.815
Y11	0.831	0.708	0.600	0.218	0.173
Y12	0.615	0.650	0.628	0.292	0.774

Source: processed primary data, 2023

Based on Table 4, the Discriminant Validity Test shows that the cross loading value per all variable indicators is stated to be valid because it is <0.85 In other words, all indicators have been declared feasible or valid to be used in further analysis.

Composite Reliability

After evaluating the loading factor, the next step is to look at Cronbach's alpha and composite reliability. According to (Haryono, 2017)composite reliability scores are better in measuring internal consistency compared to cronbach's alpha in SEM because composite reliability does not assume the same weight of each indicator. It's different with cronbach's alpha which tends to estimate lower construct reliability than composite reliability. The value of composite reliability is acceptable if the value is above 0.7.

Table 5
Cronbach's Alpha and Composite Reliability

Variable	Cronbach's Alpha	Composite Reliability
Skills (X1)	0.865	0.768
Ability (X2)	0.932	0.819
Work motivation (X3)	0.840	0.836
Performance (Y)	0.774	0.948

Source: Primary data processing results (2023)

Based on table 5 above, it can be seen that the composite reliability and cronbatch's alpha values for the variables skills, abilities, work motivation, communication and performance are above 0.7 which is the lowest criterion for a variable to be said to be reliable. So that for the five variables it is declared reliable, which means that the indicators used as observed variables for the latent construct can be said to be able to explain the construct or latent variable it forms.

Average Variance Extracted(AVE)

The AVE value describes the magnitude of the variance or diversity of manifest variables that latent variables can have. Thus the greater the variant or diversity of manifest variables that can be contained by latent variables, the greater the representation of manifest variables to their latent variables. The AVE value is acceptable if the value is above 0.5, meaning that more than half of the diversity of the indicators can explain the latent variable. AVE value can be presented through the table below.

Table 6
Average Variance Extracted Root Test Results

Variable	AVE	Information
Skills (X1)	0.768	Good
Ability (X2)	0.819	Good
Work motivation (X3)	0.836	Good
Performance (Y)	0.948	Good

Source: Processed Primary Data, 2023

From table 6 above it can be seen that the AVE root of all constructs has a value above 0.5. Thus it can be concluded that the construct has good discriminant validity.

Inner Model Test (Structural Model)

The structural model test was carried out by including all indicators that passed the validity and reliability tests. The structural model test shows the relationship between latent variables and other latent variables. Evaluation of the structural model is carried out by a bootstrapping process which will produce a coefficient of determination (R2) and predictive relevance (Q2). The results of data processing for the structural model test are explained as follows:

Coefficient of determination (R2)

R-Square is used to assess the effect of certain independent latent variables on the dependent latent variable whether it has a substantive effect. In general, the R2 values are 0.75, 0.50 and 0.25 which are interpreted as strong, moderate and weak (Hair, 2006). The results of the coefficient of determination R2 from the model can be seen in table 7 below:

Table 7
R Square (R2)

	R Square	Information
Performance (Y)	0.709	Strong

Source: Smart-PLS Processing Results

The coefficient of determination R2 for work motivation in table 7 above is 0.709 indicating that work motivation has a strong category influence, meaning that performance can be explained by skills, abilities, work motivation, communication by 70.9 percent, the remaining 29.1 percent is explained by other variables which were not examined in this study.
'

Predictive Relevance (Q2)

Predictive Relevance (Q2) measures how well the observed values are produced by the model and also the parameter estimates. A model is considered to have a predictive relevance value if Q2 > 0. Q2 has values with a range of 0; Q2,1 where 0.75, 0.50, and 0.25 are interpreted as strong, moderate, and weak. The predictive relevance value is obtained from:

Table 8
Predictive Relevance Value (Q²) of Stone – Geisser

Endogenous Construct	Q²
Performance (Y)	0.45

Source: Smart-PLS Processing Results

The information obtained from the table above is a structural model which is obtained to have relevance predictions. This means that skills, abilities, work motivation, communication are appropriate as explanatory variables that are able to predict variables performance (Y). After evaluating the outer model and issuing several statements from invalid indicators and testing their reliability, and continuing to evaluate the inner model, the final model image of the research that will be included in the hypothesis testing can be seen in the following figure:
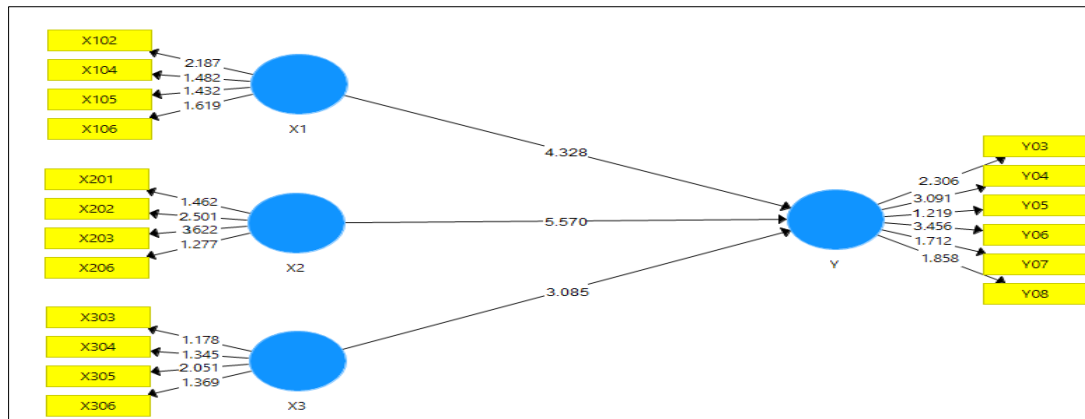
Source: Smartpls Output Figure 4.3
Direct Analysis Model After Inner Model Test

F Square Test (F2)

The next step is to test the F Square (F2) model to test how variable independent is able to influence the dependent variable. The criteria for the effect size F Square (F2) are as follows: a value of 0.02 – 0.15 is classified as a weak effect, 0.15 – 0.35 is classified as a moderate effect and > 0.35 is classified as a strong effect (Hair et al., 2017) . The results for F Square (F2) are shown in Table 9 below.

Table 9
F Square (F2)

	Skills (X1)	Ability (X2)	Work motivation (X3)	Performance (Y)
Skills (X1)				0.568
Ability (X2)				0.693
Work motivation (X3)				0.216
Performance (Y)				

Source: Primary data processing results (2023)

As shown in Table 9 above, the F Square value where the relationship between the skill variable (X1) and the performance variable (Y) has a value of 0.586, meaning that skill (X1) shows a strong influence on the performance variable (Y). Furthermore, the ability variable (X2) on the performance variable (Y) has a value of0.693which means that the ability variable (X2) shows a strong influence on the performance variable (Y). The value of the work motivation variable (X3) on the performance variable (Y) has a value of0.216which means the communication variable (X3) shows a moderate effect on the performance variable (Y).

Hypothesis Test

To test the hypothesis of this study, the authors used the t-test or partial test. Hypothesis testing was carried out using bootstrap on SmartPLS 3 with reference to the Path Coefficient output. As explained by Hair et al. (2017), if t count or t statistic is greater than t from the standard table (t count > t table) then the hypothesis is accepted, meaning that there is a significant relationship between exogenous variables and endogenous variables. The t table value in this study was obtained from the Student's t Distribution with a significance level of 95% (α = 5%) one tail. Then, degrees of freedom (df) = n - k, where n is the total sample and k is the total variable. Then df = 35 - 3 = 32 for the model equation is 2.04.

Direct Influence Analysis

The t-statistic value shows regression and can be seen in the output path coefficient, if the t-count value is greater than the t-table value, it means that the hypothesis is significant and accepted. The original sample values show a

positive (+) or positive (-) correlation. The results of hypothesis testing in this study are shown in Table 10 below.

Table 10
Path Coefficients

	Original Sample (O)	T Count	P Values	Information
X1 -> Y	0.701	4,328	0.000	Significant
X2 -> Y	0.690	5,750	0.000	Significant
X3 -> Y	0.206	3,085	0.003	Significant
Skills (X1), Ability (X2), Work Motivation (X3), Performance (Y)				

Source: Primary data processing results (2023)

To perform hypothesis testing, where the t-value (t-value) generated by running the Bootstrapping algorithm on SmartPLS is used to determine whether or not the proposed hypothesis is accepted. The hypothesis uses a two-tailed test, the rule of thumb is a significance level of 10% (t statistics 1.65), a significance level of 5% (t statistics 2.04 and a significance level of 1% (t statistic 2.57). So the hypothesis is accepted at the level the significance is less than 0.05 or the t-value exceeds the critical value of 1.96 (Hair et al., 2014).

Hypothesis 1: Skills have a positive and significant effect on performance
As shown in Table 10, data analysis in Hypothesis 1 shows that skills have a positive and significant effect on performance, this is because the calculated t value is greater than the t table value (4.328 > 2.00) and the P Values (0.000 <0.05)). Then the results of data analysis show that the original sample value is positive, namely 0.701 which means the direction of influence between skills on performance is positive. Therefore, the hypothesis which states that skills have a positive and significant effect on performance is proven to be true. Thus, hypothesis 1 is supported.

Hypothesis 2: Ability has a positive and significant effect on performance.
Data analysis in Hypothesis 2 is shown in Table 10, that ability has a positive and not significant effect on performance, this is because the calculated t value is smaller than the t table value (5,750> 2.00) and P values (0.000 <0.05). Then the results of data analysis show that the original sample value is positive, namely0.690 which means the direction of influence between the ability to performance is positive. Therefore, the hypothesis which states that ability has a positive and significant effect on performance is not proven. Thus, hypothesis 2 is supported.

Hypothesis 3: Work motivation has a positive and significant effect on performance.
As presented in Table 10, data analysis in Hypothesis 3 shows that work motivation has a positive and significant effect on performance, this is because the calculated t value is greater than the t table value (3,085> 2.00) and P values (0.000 <0.05). Then the results of data analysis show that the original sample value is positive, namely0.206 which means the direction of influence between work motivation on performance is positive. Therefore, the hypothesis which states that work motivation has a positive and significant effect on performance is proven to be true. Thus, hypothesis 3 is supported.The conclusions from the results of hypothesis testing are in Table 11 below

Table 11
Conclusion of Hypothesis Testing

hypothesis	Hypothesis Statement	Results
H1	Skills have a positive and significant effect on performance	supported
H2	Ability has a positive and significant effect on performance	supported
H3	Work motivation has a positive and significant effect on performance	supported
H4	Communication has a positive and significant effect on performance	supported
H4	Skills, abilities, work motivation and communication have a positive and significant effect on performance	supported

Source: Primary data processing results (2023)

III.   Discussion

InfluenceSkills on Performance in Padang Pariaman Hospital

The results of this study indicate that skills have a significant positive effect on the performance of doctors at Padang Pariaman Hospital. This indicates that the skills of doctors determine the performance of doctors at Padang Pariaman Hospital. This means that the better the doctor's skills, the doctor's performance will improve.

From the results of this study, it appears that the variable of work skills has a coefficient0.181which means skills have a big influence. This indicates that good and good skills can play a role in improving the performance of doctors. If RSUD Padang Pariaman wants to improve the performance of doctors, the agency must be able to improve the skills of doctors properly.

This is in line with opinionFamella, Setyanti et al (2015) skills mean developing the knowledge gained through training and experience by carrying out several skills tasks not only owned by everyone can help produce something of value more quickly. According to Schuller inContentism, (2018) have stated that Skill (skill or expertise is the actual level of mastery of a situation or idea that exists at the moment, in other words, Skill gives a good indication of how well an individual or a person will do a current job.

The results of this study are in line with researchYunita Lidya Kandou, Victor PK Lengkong, (2016)which shows thatskills affect the performance of doctors.(Moncarz, 2017)the results of his research also showed thatskills have a significant effect on the performance of doctors.

InfluenceAbility to Performance in Padang Pariaman Hospital

The results of this study indicate that ability has a significant influence on the performance of doctors at Padang Pariaman Hospital. This indicates that the ability determines the performance of doctors at Padang Pariaman Hospital. This means that the better the doctor's ability in everyday life, the doctor's performance will improve.

From the results of this study, it appears that the ability variable has a coefficient0.231which means the ability to have a big influence. This indicates that ability can play a role in improving the performance of doctors. If RSUD Padang Pariaman wants to improve the performance of doctors, then the agency must improve the ability to work in that agency.

This is in accordance with the opinionWahyu Adi Surya, Endang Siti Astuti, (2014)Skill is a person's aptitude in performing mental and physical tasks.(Robbins, 2019) defines that the capacity of an individual is seen in carrying out several tasks in a job. According toDr. Bader Alyoubi, Dr. Md Rakibul Hoque, Dr. Ibraheem Alharbi, (2018) defines skills as how well a worker is currently and in the near future and how capable he or she is of the job given the demands of work, health and mental resources.

The results of this study are in line with researchChristine Kay and Elisa Moncarz (2004) which shows thatthere is a significant positive effect between the ability to the performance of doctors. Chres FP Laoh, Bernhard Tewal, Sem G. Oroh (2016) also shows that there is a significant positive effect between the ability to the performance of doctors.

Effect of work motivationon Performance in Padang Pariaman Hospital

The results of this study indicate that motivation has a significant influence on the performance of doctors at Padang Pariaman Hospital. This indicates that motivation determines the performance of doctors at Padang Pariaman Hospital. This means that the higher the motivation of the doctor, the better the performance of the doctor.

From the results of this study, it appears that the motivational variable has a coefficient0.572which means motivation has the greatest influence of other variables. This indicates that motivation can play a role in improving physician performance. If RSUD Padang Pariaman wants to improve the performance of doctors, the agency must be able to increase the motivation of doctors to work.

This is in accordance with the opinion Robbins, (2019)that with the provision of work motivation aims to change the behavior of doctors in accordance with the wishes of the company and with the provision of motivation actually implies that every doctor needs to be treated with all its strengths, limitations and short comings.

The results of this study are in line with research Sindhi, (2020)which shows thatthere is a significant positive effect betweenmotivationon doctor performance. Ling Yulia stutishow that there is a significant positive effect between motivation on doctor performance.

Effect of Skills, Abilities, Work MotivationCommunication on Performance at Padang Pariaman Hospital

The results of this study indicate that skills, abilities and motivation together have a significant influence on the performance of doctors at Padang Pariaman Hospital. This indicates that skills, abilities and motivation determine the performance of doctors at Padang Pariaman Hospital. This means knowledge management, skills, abilities, good motivation will improve the performance of doctors.

This is in line with research (Revelation of Adi Surya, Endang Siti Astuti, 2014), Yati Suhartini (2015), Moncarz, (2017) And Kong Hai-yan, (2017) which shows thatthere is a positive and significant influence between skills, abilities and motivation on the performance of doctors.

IV.   Conclusions and recommendations

Conclusion

1.   Skills have a significant positive effect on the performance of doctors at Padang Pariaman Hospital.
2.   Ability has a significant positive effect on the performance of doctors at Padang Pariaman Hospital.
3.   Work motivation has a significant positive effect on the performance of doctors at Padang Pariaman Hospital.
4.   Communication skills, abilities, work motivation have a significant positive effect on the performance of doctors at Padang Pariaman Hospital

Suggestion

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

1.   To doctors at Padang Pariaman Hospital, to pay more attention to work motivation that is directly in contact with doctors. This is because work motivation has a lower TCR value than the others, from the level of achievement of respondents doctors only get a good category with the lowest average of 87.33% with good performance. It is hoped that improving communication will improve the performance of doctors at Padang Pariaman Hospital.
2.   To Doctors at Padang Pariaman Hospital, pay attention to mastery of knowledge of the work given, understand every instruction given by superiors, understand important values and information in work, have skills that can be implemented in work, in carrying out work have the ability to choose effective way, always doing every job given with great enthusiasm.
3.   To doctors at Padang Pariaman Hospital, so that they can do their job without having to ask for help from other colleagues, be able to choose and see problems from a different point of view than other doctors, always finish my work properly and precisely, have a sense of always helping and make it easier to work, and have a sense of the work being done at this time is the dream they hope for.
4.   To RSUD Padang Pariaman, so that in work, prioritize agency goals above personal goals.
5.   To the head of Padang Pariaman Hospital, to pay attention to good facilities, skills, abilities and motivation at work, it is very supportive in accelerating work by providing training in their respective fields so that their knowledge and skills can be upgraded and also motivational training so that doctors can work well. even better with this fairly high workload

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