Impact of Ability, Motivation and Work Discipline on Staff Performance

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Abstract

This research aims to describe the work abilities, work motivation, work discipline, and performance of Air Base (Lanud) Abd. Saleh Military security staff. Saleh Analyzes the significance level of the influence of workability, work motivation, and work discipline simultaneously, partially, and dominantly on the performance. This research includes quantitative research with comparative causal and explanatory research types. This research was conducted at Air Base (Lanud) Abd. Saleh. The sample calculation for this study used the Slovin formula with a simple formula, so after calculating it using the Slovin formula, a sample of 155 samples was obtained. The data analysis technique used is the descriptive analysis technique. Next, analysis is carried out using multiple linear regression analysis to find the influence between the independent variable and the independent variable. The research results show that work ability, work motivation, and work discipline significantly affect the performance of Air Base (Lanud) Abd. Saleh Military security staff. Workability, work motivation, and discipline in responding quickly to instructions positively impact staff performance by completing work on time. Work skills are needed when working as Air Base (Lanud) Abd. Saleh Military security staff, all staff must have high work motivation for this reason.

Article Info

1. Introduction

The TNI Air Force (TNI AU), which is an integral part of the TNI's forces, carries out TNI Air Force duties in the field of defense, enforcing the law and maintaining the security of national jurisdictional airspace by the provisions of ratified national law and international law, carrying out TNI duties in development and developing air force forces and carrying out empowerment of air defense areas. In carrying out these tasks, the Air Operations Command II (Koopsud II) plays the role of developing and improving the capabilities of units under its ranks, especially in the central part of Indonesia; one of the units under the ranks of Koopsud II is the Air Base (Lanud) Abd. Saleh which has the task of preparing and carrying out guidance and operations for all units within its ranks, developing aerospace potential (Binpotdirga) and providing operational support for other units. Abd Airport Saleh requires support from all components within him to perform his duties optimally. As a result, security personnel must be adequately staffed. The Air Base Security Staff is one of the supporting staff members in charge of carrying out security operations and activities at the Air Base.

Military security staff are assistants to Danlanud leadership/staff who are responsible for carrying out operations and activities in the Air Base's work area and submitting considerations and proposals to Danlanud, particularly on matters pertaining to their sphere of responsibility. The Security Staff reports to the Air Base Commander when carrying out their duties. Given the weight of the duties and responsibilities, the Security Staff need help from all component groups. The level of success in using core capabilities and air power multiplier capabilities is determined both directly and indirectly by a number of capabilities, one of which is personnel capability, in

which the weight of technology contained in air power influences the need for personnel with a high level of knowledge and ability in its operation.

In terms of shown performance, Air Base (Lanud) Abd. Saleh Military security staff has completed all of the responsibilities assigned to him to the best of his ability. However, further investigation reveals that there are still areas that require modification in order to ensure that duties are carried out optimally. In general, the security function's performance in conducting security activities at Abd Air Base can be evaluated. Saleh still needs to be more adequate. Personnel limitations contribute to this, as seen by the small number of personnel and diminished ability to grasp Intelligence Special Material Equipment (Almatsus) procedures, motivation, and discipline.

The work motivation aspect, namely the motivation that motivates someone to carry out a task, is one of the elements that impact the achievement of personnel performance (Al-MUsadieq at al., 2018; Rizki & Sulistyan, 2022). Mangkunegara (2017) states that motivation is encouragement or conditions that motivate personnel to work with a focus on achieving organizational goals or performance targets. Based on secondary data sources, the condition of decreasing motivation and work discipline of Security Staff personnel can be seen from data on the absence of Security Staff personnel in the period 2020 to 2022, which has decreased due to the Covid-19 pandemic which has resulted in several personnel experiencing illness and changing their work schedule to Work From Home (WFH), adapting to new habits with WFH makes work patterns flexible because they are done online without physical presence in the office. This pattern has implications for habits after the end of WFH or the re-enactment of Work From Office (WFO), where the level of attendance in the period of January 2022 to December 2022 will not be able to achieve 100% attendance; this is because there are still personnel who are sick, on leave and late coming to work. This shows that there are still personnel whose responsibilities and discipline still need to be improved.

Implementation of member performance in an organization, apart from ability and discipline factors, personnel work motivation in carrying out tasks or cooperation is equally important in improving personnel performance (Sulistyan et al., 2019). Personnel's enthusiasm for their work can be supported by productive work motivation, which can increase representative performance (Kuranchie-Mensah & Amponsah-Tawiah, 2016). At the same time, chaos in the workplace can cause anxiety and even become an obstacle in carrying out tasks, reducing employee performance (Chen, 2019). Everything a worker uses and owns, as well as the place where they work, their methods of operation, and how they organize their work, individually and collectively, constitutes the work environment (Sewell & Wilkinson, 2019). Based on initial observations, the personnel's Ability, motivation, and discipline in carrying out their duties still need to be improved, which becomes an obstacle to the performance of Air Base (Lanud) Abd. Saleh Military security staff. Based on the background and problem formulation that has been described, the aim of this research is to describe the work abilities, work motivation, work discipline, and performance of members of the Air Base (Lanud) Abd. Saleh Military security staff, Analyzing the level of significance of the influence of workability, work motivation, and work discipline simultaneously, partially and dominantly on the performance of Air Base (Lanud) Abd. Saleh Military security staff. The expected usefulness of the results of this research can be used as input for practitioners and the Air Base (Lanud) Abd. Saleh so that you can find out how members' attitudes towards the variables of workability, work motivation, and work discipline affect performance, can also be used as a reference in carrying out strategic steps to improve the performance of Air Base (Lanud) Abd. Saleh Military security staff.

Literature Review
a. Performance
Employee performance is the outcome of an employee's job in terms of the quality and quantity achieved while fulfilling their assigned obligations (Mangkunegara, 2017). Performance success is determined by both quantitative and qualitative factors. According to Robbins and Judge (2017), performance successes result from an individual completing the tasks and responsibilities allotted to them. Performance is the outcome of assessing employees' work in comparison to predetermined standards.

According to Obi (2016), performance appraisal in organizations serves various purposes such as enhancing performance, adjusting compensation, making placement decisions, facilitating training and development, planning careers, identifying staffing issues, correcting informational errors, addressing job-design flaws, promoting equal employment opportunities, addressing external challenges, and providing feedback to employees. Elzahar et al. (2015) suggests that the key performance measures are quantity, quality, and timeliness.

b. Workability

Malayu (2016) defines ability as a consistent trait linked to an individual's peak physical and mental capacity in relation to their performance and adherence to organizational norms and procedures. Ability, as defined by Robbins and Judge (2017), refers to an individual's capability to do a range of duties within a job. According to Priansa (2018), three fundamental qualities required for doing job or tasks are technical skills, human skills, and conceptual capabilities. Employee workability can be assessed using the indicators suggested by Robbins and Judge (2017), which include intellectual ability and physical capacity.

c. Work Motivation

Motivation is an alternative choice of a process controlled by the individual himself, based on estimates of how good the expected results are (Rizki & Sulistyan, 2022). Meanwhile, Seven (2020) explain that motivation is a force or impulse that moves humans towards specific goals. According to Amin (2015), indicators in measuring motivation are salary, policies, work relations, work environment, and supervision/leadership.

d. Work Discipline

Discipline is orderly behavior by organizational members who comply with rules and regulations because they want to work together harmoniously to further the group's goals (INzani & Baharuddin, 2023). The essential objectives of implementing work discipline include obtaining willing acceptance of organizational regulations and procedures to achieve organizational goals, developing a spirit of tolerance and the desire to make adjustments, providing direction or responsibility, and increasing work efficiency or employee morale. So their Productivity is increased, production costs are reduced, and production quality increases, creating an atmosphere of respect for human personality or relationships (Rizki & Sulistyan, 2022). According to Simorangkir et al. (2021), discipline indicators include goals and abilities, leadership examples, remuneration, justice, supervision, punitive sanctions, firmness, and human relations.

2. Methods

This study is quantitative in nature and seeks to validate the research hypothesis using statistical analysis. This research is causal-comparative, involving three independent factors and one dependent variable. The study aims to provide a detailed explanation of these variables to enhance their explanatory nature. This research focuses on understanding Human Resources (HR), specifically the performance of Air Base (Lanud) Abd. Saleh Military security staff is impacted by his work capacity, work drive, and work ethic. This research was conducted at Air Base (Lanud) Abd. Saleh. The choice of location for this research is based on the place studied because there has been no research on the influence of Ability, motivation, and discipline on the performance of Air Base (Lanud) Abd. Saleh Military security staff.

This study's population was all 155 enlisted members, non-commissioned and first officers. The sample calculation for this study used the Slovin formula with formula, which is simple, so after calculating using the Slovin Formula, 155 samples were obtained.

In this research, the author chose several techniques according to the research design used, namely using a questionnaire instrument (Sugiyono & Lestari, 2021). The main aim of creating this questionnaire is to obtain relevant information for the objectives. The data analysis technique used is descriptive to describe or provide an overview of the phenomenon being

studied through sample data as it is without making conclusions that apply to the general public. Next, to find the influence of the independent variable on the independent variable, analysis was carried out using multiple linear regression analysis.

3. Results and Discussion

3.1. Results
Characteristics of Research Respondents

Images of respondents to this study are grouped according to gender, age, education, and length of service at Air Base (Lanud) Abd. Saleh Military security staff, to measure workability, motivation, discipline, and staff performance. This grouping can provide a clear picture of the symptoms researchers measure and reveal the problems that occur.

Gender

Classification tabulation results according to the gender of Air Base (Lanud) Abd. Saleh Military security staff is presented in the table below.

Table 1. Respondent Gender

No	Gender	Number of Respondents	Percentage %
1	Man	80	55.5
2	Woman	75	44.5

Source: Data Processed (2023)

The data in table 1 shows that there were 80 male respondents, accounting for 55.5%, and 75 female respondents, representing 44.5%. The men respondents outnumbered the female respondents.

Age

Tabulated results according to age for Air Base (Lanud) Abd. Saleh Military security staff is presented in the table below.

Table 2. Respondents by Age

No	Age (Years)	Number of Respondents	Presentation %
1	< 30 Years	18	12.5
2	31-40 Years	26	18.0
3	41-50 Years	46	32.0
4	>50 Years	65	37.5

Source: Data Processed (2023)

Based on Table 2 above, it can be seen that the number of respondents aged > 50 years dominates at 65 people or (37.5%). In general, this shows that members of the Air Base (Lanud) Abd. Saleh Military security staff.

Education

The educational tabulation results of the Surabaya Hamudnas Education Center members are presented in the table below.

Table 3. Respondents Based on Education

No	Education	Number of Respondents	Presentation %
1	Senior High School	58	40.2 %
2	Diploma	42	29.2%
3	Bachelor	30	20.8%
4	Postgraduate	25	9.8%

Source: Data Processed (2023)

Based on Table 3 above, it can be seen that the number of respondents with a diploma level of education dominates at 42 people or (29.2%). In general, this shows the diploma level of education of Air Base (Lanud) Abd. Saleh Military security staff shows a good level of understanding in dealing with work problems.

Years of service

Tabulation results according to the length of service of Pusdik Hamudnas Surabaya members are presented in the table below.

Table 4. Respondents Based on Years of Work

No	Age (Years)	Number of Respondents	Presentation %
1	<5 years	36	25.0%
2	6 – 10 years	16	11.1%
3	11 – 20 years	26	18.1%
4	>20 years	78	45.8%

Source: Data Processed (2023)

Based on Table 4 above, it can be seen that the number of respondents with a working period of more than 20 years dominates at 78 people or (45.8%). In general, this shows the length of service of Air Base (Lanud) Abd. Saleh Military security staff shows a good level of understanding in dealing with work problems.

Validity Test Results

The results of the validity test on item 35 of the statement, which measures the variables of workability, work motivation, work discipline, and performance, are as follows:

Table 5. Validity test results

Variable	Items	Correlation coefficient	r. Table	Sig.	Information
Work Ability (X1)	X1.1	0,400**	0.156	0,000	Valid
	X1.2	0,635**	0.156	0,000	Valid
	X1.3	0,566**	0.156	0,000	Valid
	X1.4	0,591**	0.156	0,000	Valid
	X1.5	0.427**	0.156	0,000	Valid
	X1.6	0.374**	0.156	0,000	Valid
	X1.7	0,429**	0.156	0,000	Valid
	X1.8	0,468**	0.156	0,000	Valid
Work motivation (X2)	X2.1	0,429**	0.156	0,000	Valid
	X2.2	0,468**	0.156	0,000	Valid
	X2.3	0,451**	0.156	0,000	Valid
	X2.4	0.442**	0.156	0,000	Valid
	X2.5	0.441**	0.156	0,000	Valid
	X2.6	0.441**	0.156	0,000	Valid
	X2.7	0.441**	0.156	0,000	Valid
	X2.8	0.441**	0.156	0,000	Valid
Work Discipline (X3)	X3.1	0,359**	0.156	0,000	Valid
	X3.2	0.215**	0.156	0,000	Valid
	X3.3	0.275**	0.156	0,000	Valid
	X3.4	0.463**	0.156	0,000	Valid
	X3.5	0,359**	0.156	0,000	Valid
	X3.6	0.215**	0.156	0,000	Valid
	X3.7	0.275**	0.156	0,000	Valid
	X3.8	0.463**	0.156	0,000	Valid
Work Environment (X3)	X3.1	0,567**	0.230	0,000	Valid
	X3.2	0,826**	0.230	0,000	Valid
	X3.3	0,755**	0.230	0,000	Valid
	X3.4	0,816**	0.230	0,000	Valid
Performance (Y)	Y1.1	0,851**	0.156	0,000	Valid

	Y1.2	0,429**	0.156	0,000	Valid
	Y1.3	0,298**	0.156	0,000	Valid
	Y1.4	0.253**	0.156	0,000	Valid
	Y1.5	0.222**	0.156	0,000	Valid
	Y1.6	0.244**	0.156	0,000	Valid
	Y1.7	0,298**	0.156	0,000	Valid
	Y1.8	0,256**	0.156	0,000	Valid
	Y1.9	0,156	0.156	0,000	Valid
	Y1.10	0.185*	0.156	0,000	Valid
	Y1.11	0.348**	0.156	0,000	Valid

Source: Data Processed (2023)

The test results above show that the calculated r value for the 35 statement items obtained a value below the specified r table figure (0.156) or the probability value (2-tailed Sig.) for the 35 questionnaire items produced a probability value below 0.05. The comparison shows that the respondents understood the 35 questionnaire items proposed by the researcher. Thus, all questionnaire items in this study were declared valid.

Reliability Test Results

Apart from the validity test, respondents are expected to answer consistently/reliably for each item of the questionnaire/research instrument for each variable. A variable is said to be reliable if the Cronbach's Alpha value obtained from the calculation results exceeds or is greater than the specified cut-off of 0.6

Table 6. Validity test results

Variable	Cronbach's Alpha	r. Table	Information
Ability	0.872	0.6	Reliable
Work (X1)	0.673	0.6	Reliable
Work motivation	0.645	0.6	Reliable
Performance (Y)	0.683	0.6	Reliable

Source: Data Processed (2023)

The test findings indicate that the Cronbach's Alpha value for the four variables representing the 35 study questionnaire items remained above the specified threshold of 0.6. The comparison indicates that participants provided consistent responses to the 35 questionnaire items presented by the researcher. All questionnaire items in this study were deemed reliable.

Multiple Linear Regression Results

Results of multiple linear regression analysis between leadership style and character variablesIndividual characteristics and work environment on the performance of members of the Bogor Search and Rescue Air Unit are explained in Table 7 below:

Table 7. Recapitulation of Multiple Linear Regression Analysis Results

Variable	Information	Coefficient Regression	count	Sig.
X1 X2 X3	Work Ability Work Motivation Work Discipline	0,619	4,831	0,000
		0,535	4,678	0,000
		0,565	4,702	0,000
Constant	,451			
$R2$	,972			
Adjusted R Square	,968			
F Count	176,208			
Sig. F	,000			
N	155			
Dependent variable = Performance (Y)				

Source: Data Processed (2023)

Based on Table 7 above, a multiple linear regression equation can be prepared as follows:

$$Y = 0.451 + 0.619X1 + 0.535$$

The regression constant value of 0.451 suggests that even when the independent variables (workability, work motivation, and work discipline) are held constant at 0, the performance of the Air Base (Lanud) Abd. Saleh Military security staff. The correlation between the independent variables workability (X1), work motivation (X2), work discipline (X3), and the dependent variable performance (Y) can be assessed by multiple correlation coefficient analysis. The R-value of 0.972 indicates a strong correlation of 89.7% between the independent factors (workability, work motivation, and work discipline) and the dependent variable (performance). The chart demonstrates a significant correlation between the independent variables selected by the researcher and the dependent variables.

The regression coefficients (β1), (β2), and (β3) indicate that work ability, work motivation, and work discipline have a beneficial impact on the performance of Air Base (Lanud) Abd. Saleh Military security staffThe modified R2 value, also known as the coefficient of determination, is 0.968, indicating that 89.2% of performance can be attributed to work ability, work motivation, and work discipline. 10.8% of the data represents an unexamined independent variable.

a. Hypothesis Test Results 1

Hypothesis testing 1 dIn this research, the F test is used, namely testing the influence of the variables work ability, work motivation, and work discipline on the performance of Air Base (Lanud) Abd. Saleh Military security staff. Based on the results of the F test, it can be seen that the calculated F value is 176,208 with Sig. F is 0.000, while the F Table value (α:DF=nk-1), for the values α = 0.05 and DF = 155, the value is 0.156. The comparative value between Fcount and Ftable shows that Fcount is greater (Fcount (176,208) > FTable (0.156)—the Sig. F value (0.000) is less than the researcher's error rate 0.05 or 5%. So, it can be concluded that the ability variable work, work motivation, and work discipline significantly affect the performance of Air Base (Lanud) Abd. Saleh Military security staff. Thus, hypothesis 1 can be proven.

b. Hypothesis Test Results 2

Testing hypothesis II in this study uses the t-test, namely testing the significance of the influence of each testing hypothesis II in this study uses the t-test, namely testing the significance of the influence of each (partial) independent variable on the dependent variable as follows: Variable X1 has a t value of 4,831 with a significance (Sig.) of 0.000; The variable X2 has a t value of 4.678 with a significance (Sig.) of 0.000; Variable X3 has a t value of 4.702 with a significance (Sig.) of 0.000. The results of this research show that there are good significance values (Sig.t) for the independent variables, namely, work ability, work motivation, and work discipline partially have a significant effect on the performance of Air Base (Lanud) Abd. Saleh Military security staff. Thus, hypothesis II can be proven.

c. Hypothesis Test Results 3

By comparing the Unstandardized Coefficients value of the workability variable (X1) of 4,831, it is the largest compared to the work motivation and discipline variables. Thus, hypothesis III can be proven.

3.2 Discussion

Physical Ability was measured by a 4-item questionnaire consisting of Air Base (Lanud) Abd. Saleh Military security staff members has excellent physical endurance and is an Air Base (Lanud) Abd. Saleh Military security staff member often trains to increase physical endurance Air Base (Lanud) Abd. Saleh Military security staff Member responded quickly in situations that required speed and Air Base (Lanud) Abd. Saleh Military security staff members has healthy living habits and routine health visits. The means analysis results show the highest value of 4.63% by measuring the physical abilities of Air Base (Lanud) Abd. Saleh Military security staff

members often trains to increase physical endurance. This is shown by the strongly agreed choice of 68.4%.

A four-item questionnaire was administered to Air Base (Lanud) Abd. Saleh Military security staff members to assess their intellectual abilities. Air Base (Lanud) Abd. Saleh Military security staff members, has the ability to analyze logically in order to locate accurate data and foresee current hazards. Air Base (Lanud) Abd. Saleh Military security staff members , always makes analytical and critical decisions. Saleh can appropriately examine existing information, as can the Air Base (Lanud) Abd. Saleh Military security staff members can address challenges in work. The findings of the means analysis yield the maximum value of 4.55. By assessing the intellectual abilities of Air Base (Lanud) Abd. Saleh Military security staff members can address challenges in work. The consensus choice of 52.9% demonstrates this.

Motivation, or the need for achievement, is measured using questionnaire items that include members with achievements and members with promising talents. The results of the means analysis yield the maximum value of 4.37. By assessing the motivation for success of Air Base (Lanud) Abd. Saleh Military security staff members is continuously striving for perfection at work. The agreed-upon choice of 54.2% demonstrates this. Motivation, or the need for connection, is assessed using two questionnaire items: the member's positive mental attitude towards the work situation and the member's positive attitude about the work situation. The results of the means analysis show the highest value of 4.36. By measuring the Motivational Needs of Air Base (Lanud) Abd. Saleh Military security staff members has a good relationship between superiors and subordinates to foster mutual respect and respect. The agreed choice of 58.7% shows this.

Motivation The need for power is measured by two questionnaire items, which consist of the team's Ability to meet the personal needs of its members and   the team's Ability to retain its membership. Results aMeans analysis shows the highest value of 4.43. By measuring the Motivational Need for Power, Air Base (Lanud) Abd. Saleh Military security staff members . Saleh is ready to accept higher responsibilities and is an Air Base (Lanud) Abd. Saleh Military security staff members can use his potential for higher tasks. This is shown by the choice of agree and strongly agree, as much as 47.7%.

Discipline Adherence to time regulations is measured by a 3-item questionnaire consisting of Air Base (Lanud) Abd. Saleh Military security staff members has accurate working hours and is an Air Base (Lanud) Abd. Saleh Military security staff members use of official facilities is not for personal interests and that of Air Base (Lanud) Abd. Saleh Military security staff members comes and goes home according to the rules. The results of the means analysis show the highest value of 4.45. By measuring compliance with the time regulations of Air Base (Lanud) Abd. Saleh Military security staff members comes and goes home according to the rules. This is shown by the strongly agreed choice of 49.0%.

Two questionnaire items consisting of Air Base (Lanud) Abd. Saleh Military security staff members measure discipline compliance with organizational regulations. Saleh's working conditions are harmonious, and they always comply with work procedures and Air Base (Lanud) Abd. Saleh Military security staff members is obedient in carrying out work procedures. The results of the means analysis show the highest value of 4.38. By measuring the discipline of obeying the organizational regulations of Air Base (Lanud) Abd. Saleh Military security staff members is obedient in carrying out work procedures. This is shown by the strongly agreed choice of 49.0%.

A 3-item Air Base (Lanud) Abd. Saleh Military security staff members questionnaire measures discipline Compliance with the rules of behavior at work. Saleh works according to his position as an Air Base (Lanud) Abd. Saleh Military security staff members carries out work according to the duties and responsibilities of Air Base (Lanud) Abd. Saleh Military security staff members has good behavior on duty. The results of the means analysis show the highest value of 4.55. By measuring the discipline of obeying the rules of behavior in the work of Air Base (Lanud) Abd. Saleh Military security staff members carries out work according to the duties and responsibilities of Air Base (Lanud) Abd. Saleh Military security staff members has good behavior on duty. This is shown by the choice of agree and strongly agree, as much as 47.7%.

Effective Staff Performance was measured by two questionnaire items consisting of Air Base (Lanud) Abd. Saleh Military security staff members maximized his work abilities and was an Air Base (Lanud) Abd. Saleh Military security staff members can complete work according to standard working time. The results of the means analysis show the highest value of 4.38. By measuring the Effective Staff Performance of Air Base (Lanud) Abd. Saleh Military security staff memberscan maximize his abilities at work. The agreed choice of 52.9%

Two questionnaire items consisting of Air Base (Lanud) Abd. Saleh Military security staff members measured Efficient Staff Performance. Saleh could work according to the procedures set by Air Base (Lanud) Abd. Saleh Malang and Air Base (Lanud) Abd. Saleh Military security staff members was able to achieve the work targets given by Air Base (Lanud) Abd. Saleh Malang. The results of the means analysis show the highest value of 4.63. By measuring the efficiency of Air Base (Lanud) Abd. Saleh Military security staff members' staff performance, Saleh could work by the procedures set by Air Base (Lanud) Abd. Saleh Malang. This is shown by the strongly agreed choice of 68.4%.

Two questionnaire items consisting of Air Base (Lanud) Abd. Saleh Military security staff membersmeasured quality staff performance. Saleh Has been responsible for completing the work and is an Air Base (Lanud) Abd. Saleh Military security staff members is responsible for reducing errors at Air Base (Lanud) Abd. Saleh Malang. The results of the means analysis show the highest value of 4.55. By measuring the Quality Staff Performance of Air Base (Lanud) Abd. Saleh Military security staff members, It has become a responsibility to complete the work. This is shown by the strongly agreed choice of 60.6%.

A 3-item questionnaire consisting of Air Base (Lanud) Abd. Saleh Military security staff members measured staff performance on time. Saleh has an excellent collaborative relationship so that the work is completed on time, Air Base (Lanud) Abd. Saleh Military security staff members. In making reports, Saleh always complies with the time specified by Air Base (Lanud) Abd. Saleh Military security staff members works according to a well-determined timeline. The results of the means analysis show the highest value of 4.55. By measuring staff performance on time for Air Base (Lanud) Abd. Saleh Military security staff membersworks according to a well-determined timeline. The agreed choice of 52.9% shows this.

Staff productivity performance was measured by a 3-item questionnaire consisting of Air Base (Lanud) Abd. Saleh Military security staff members, an Air Base (Lanud) Abd. Saleh Military security staff members, works independently and automatically without supervision. Saleh took the initiative to help colleagues complete work to achieve the desired goals and Air Base (Lanud) Abd. Saleh Military security staff members is ready to help friends without being asked. The results of the means analysis show the highest value of 4.47. By measuring productivity staff performance, Air Base (Lanud) Abd. Saleh Military security staff members took the initiative to help colleagues complete work to achieve the desired goals and Air Base (Lanud) Abd. Saleh Military security staff members is ready to help friends without being asked. This is shown by the choice of agree and strongly agree, as much as 49.0%.

Safety staff performance was measured by a 2-item questionnaire consisting of Air Base (Lanud) Abd. Saleh Military security staff members, an Air Base (Lanud) Abd. Saleh Military security staff members, works independently and automatically without supervision. Saleh took the initiative to help colleagues complete work to achieve the desired goals and Air Base (Lanud) Abd. Saleh Military security staff members is ready to help friends without being asked. The results of the means analysis show the highest value of 4.47. By measuring safety performance, Air Base (Lanud) Abd. Saleh Military security staff members always works independently. This is shown by the strongly agreed choice of 68.4%.

4. Conclusion

The research results show that work ability, work motivation, and work discipline significantly affect the performance of Abd Air Base Security Staff. Saleh Malang. Workability, work motivation, and discipline in responding quickly to instructions positively impact staff performance by completing work on time. Staff work discipline is the most dominant symptom

measured and influences staff performance most. Thus improving the performance of Abd Air Base Security Staff. The quality, quantity, motivation, discipline, and work ethic greatly influence Saleh Malang. The contribution of this research can be a reference in making decisions related to efforts to improve the performance of Abd Air Base Security staff. Saleh, through understanding work abilities, work motivation, and work discipline.

Based on the research results, work skills are very much needed to work at Abd Air Base Security Staff. Saleh Malang, all staff must have high work motivation for this reason. Furthermore, the staff's response to superiors' instructions received the highest response, meaning Abd Air Base Security Staff. Saleh Malang has high work discipline in carrying out orders from his superiors.

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