

THE INFLUENCE OF INDIVIDUAL AND JOB CHARACTERISTICS ON EMPLOYEE PERFORMANCE IN THE FORESTRY SERVICE OF WEST SUMATRA PROVINCE

Nigel Angela¹, Lucy Chairael²

^{1,2}Faculty of Economics and Business, Universitas Dharma Andalas

Corresponding E-mail: ¹lucy.chairael69@gmail.com

Abstract

This study aims to determine the effect of Individual and Job Characteristics both partially and simultaneously on employee performance at agencies in the Forestry Service of West Sumatra Province. This research is Quantitative research. The sample of this study amounted to 100 people. Sample determination was carried out by the Saturated Sampling method. Data collection using questionnaires and observations, while data analysis was carried out using multiple linear regression analysis. The results of the study at a significance level of 5% showed that: 1) The t test result on the Individual Characteristics variable is 2.808, with a significant value of 0.006 which means that Individual Characteristics have a positive and significant effect on employee performance. 2) The t test result on the Job Characteristics variable is 2.579, with a significance value of 0.011, which means that Job Characteristics have a positive and significant effect on employee performance. 3) The coefficient of determination (R²) test for variables X₁, X₂ is 0.536, which means that employee performance can be influenced by individual and job characteristics by 27.2%, while the remaining 72.8% is influenced by other factors that tid.

Keywords: *Individual and Job Characteristic, employee performance*

1. INTRODUCTION

Every person who joins an organization is willing to provide skills, knowledge, energy and time to work for the organization. Therefore, agencies need to pay attention to various factors that can influence the creation of individual and job characteristics in accordance with the expertise of each human resource to encourage the creation professional attitudes and actions in completing tasks and responsibilities. According to Eri Susan (2019) Human Resources are a central factor in an organization whatever its form and purpose. Organizations are created based on various visions, missions and goals for the benefit of humans and in implementing their missions they are managed and administered by humans, so humans are a strategic factor in all institutional/organizational activities. Human resources within government organizations are referred to as state civil servants (ASN) who are tasked with carrying out activities within agency organizations. Which has a fairly large role in determining the success of the agency organization. According to Riwayani Gulton (2022) Employee performance management is a concept that includes various organizational activities to provide assessments to employees so that they can be applied in the workplace to produce better performance.

Performance is termed job performance or actual performance, which is interpreted as the employee's level of achievement in completing the tasks they carry out. Performance is the activity of human resources within an organization together to achieve final results based on predetermined levels of quality and standards. According to Brier (2020) The relationship between individual employees is influenced by factors including: age, education level, marital status, career level and experience. By having good individual employee characteristics, the agency's vision and mission can be achieved. So what needs to be done is an assessment between employees

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Table 1 Performance Assessment of West Sumatra Province Forestry Service Employees

Work result	Number of employees	Work behavior	Number of employees
1	4	1	3
2	96	2	97
3	0	3	0
Average	1.96		1.97

Source: SKP 2022

Code description:

- 1 = above expectations
- 2 = according to expectations
- 3 = below expectations

Performance Assessment of West Sumatra Province Forestry Service Employees The highest number of work result assessments is code number 2, which is according to expectations, while the number 1 code is only a small number, so it can be concluded that the average of work results is 1.96. From the table above, it can be said that the assessment of work results has not increased because there are still many employees who receive assessments in accordance with expectations. Meanwhile, the dominant employee work behavior, namely code number 2 only, results with work results, namely with information according to expectations, did not increase because the average of work behavior in the forestry service was 1.97. So it can be concluded that the performance of the forestry service is still flat because only a few are above expectations

According to Achjar(2023)One way, performance assessment is influenced by educational history because the higher the school level, the wider the intellectual insight.It can be seen from the Forestry Service that there are still more employees who have bachelor's degrees than master's degrees, and not to mention the large number of employees who have graduated from high school, so their mindset, insight and completion of tasks are different from those of graduates. Therefore, the completion of employee tasks is different from other individuals,such as different characters in terms of abilities, personal beliefs, appreciation of needs and past experiences. And activities at the forestry service have not been carried out well, such as alert forest monitoring activities carried out by the service, such as giving directions about clearing new land to the community, which can be seen from the large number of people clearing new land by burning it.

According to Jeni(2019), states that the characteristics of individuals who have worked for more than 10 years have a positive and significant effect on employee performance. In the West Sumatra Province Forestry Service, the majority of employees have an average of more than 10 years of service, so they must master the field according to their work experience. And supported by Hajati & Dayat's research(2018)said that with the development of technology, employees with more than 10 years of service sometimes find it difficult to use technology that is developing rapidly. It can be seen from the general section that there are still employees who archive letters by recording them in the letter receipt ledger.

According to Achjar(2023), said that targeted job characteristics are expected to influence increased employee performance so as to support the achievement of predetermined goals. To achieve the goals that have been set, agencies need to form job characteristics that suit employee abilities so that there is no misunderstanding of the tasks that must be carried out. The influence of job characteristics on employee performance based on Handrane(2017), states that job characteristics have a positive and significant effect on employee performance. Which proves that

the characteristics of jobs in which there is increasing competition, so that well-designed jobs will be able to attract and maintain employee performance. Wicaksana & wise(2017) In the opinion of some employees who have entered retirement age, their performance no longer looks good, most of them are relaxed in carrying out their main tasks. Or just being present in the room but doing less work compared to other employees. Based on the explanation of several facts above, it can be seen that the influence of individual characteristics and job characteristics greatly influences employee performance.

1.1 Employee Performance

The definition of performance is based on Ministerial Regulation No. 06 of 2022 is an agency employee with a work agreement who is appointed by a civil service supervisory official and is entrusted with duties in an agency position or is entrusted with other state assignments and is paid a salary based on statutory regulations. According to Faisa(2021) Performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance in this case shows the work results achieved by a person after carrying out work tasks assigned by the organization, while the measure of whether the work results are good or not can be seen from the quality achieved by employees in carrying out work tasks which are assessed based on certain criteria or assessment standards. Performance is termed actual performance which is the level of employee achievement in completing the tasks that have been given. Employee performance indicators according to History (2022) are: quality of service, quantity of work, punctuality, attendance and work ability.

1.2 Individual Characteristics

Individual characteristics are differences from other individuals in which there are differences in talent, creativity and effort made for an organization or agency. According to Jeni (2019), good human resources will have individual characteristics which can be seen from the characteristics or qualities they possess, with several aspects of individual characteristics assessed, namely attitude, work interest, motivation and compliance with orders given. Good individuals can be assessed in daily interactions because their characteristics and behavior can be seen from their speech, such as in discussions about whether they can accept differences of opinion and language differences. According to Handrane's research(2017) says that individual characteristics have the greatest contribution to achieving the goals of an agency or organization. Indicators of individual characteristics according to Simatupang(2021), are: abilities, values, attitudes and interests.

1.3 Job Characteristics

Job characteristics are the basis for organizational productivity and play an important role in the success and survival of the organization. In conditions of increasing competition, well-designed jobs will be able to attract and retain workers and provide motivation to produce products in the form of quality services. According to Riwayani(2022) Job characteristics are an approach to job enrichment in the form of characteristics or tasks that include responsibilities, types of tasks and the level of satisfaction felt from the job itself. Jobs that are intrinsically satisfying are more motivating for most people than jobs that are not. Work must be designed well in accordance with e-performance requirements so that employees are not confused or do not understand their own tasks. Indicators of job characteristics are: autonomy, skill diversity, task identity and feedback.

1.4 Review Of Previous Research

Handrane (2017), conducted research entitled The Influence of Individual Characteristics and Job Characteristics on Employee Performance at the National Defense Agency Office of Hulu Sungai Tengah Regency using research methods, namely: population of 34 employees, sample technique: saturated method (census), data analysis technique using regression multiple linear. The results of the research are that individual characteristics and job characteristics partially influence the performance of BPN Office employees in Hulu Sungai Tengah district. Jenny(2019), conducted research entitled The Influence of Individual Characteristics, Job Characteristics and Work Discipline on Employee Performance at the Gianyar Regency Culture Service with research method. Population of 34 employees. Sample. Sample technique: Saturated method (census). Data analysis technique uses T test and f test. Multiple linear regression.

1.5 Hypothesis Development

Based on the conceptual basis and theoretical review explained, the hypothesis in this research is as follows:

H1: It is suspected that individual characteristics have a significant influence on employee performance at the West Sumatra Province Forestry Service.

H2: It is suspected that job characteristics have a significant effect on employee performance at the West Sumatra Province Forestry Service.

H3: It is suspected that individual characteristics and job characteristics have a significant effect on employee performance in the West Sumatra Province Forestry Service.

2. RESEARCH METHODS

Research is one of the ways humans use to answer human problems or curiosities or explain a visible phenomenon. The method used in this research is a quantitative method, according to Dr. Amruddin(2022), Quantitative research is methods for testing certain theories by examining the relationships between variables. These variables are measured, usually with research instruments, so that data consisting of numbers can be analyzed based on statistical procedures. In the research method, the types of data used are primary and secondary data and the data collection method used is field observation, and distributing questionnaires to respondents and conducting interviews with several employees. The object of this research is the West Sumatra provincial forestry service. The data sources used are primary and secondary data types, with data collection using field observations, questionnaires and interviews. The population is 100 people sampled using a saturated sampling technique or census.

3. RESULTS AND DISCUSSION

Based on gender, forestry service employees are generally men with a percentage (70%) with the remaining 30 people being women with a percentage (30%). This is because the forestry service's work generally takes place in the field where the terrain covered is very difficult. Based on the age of the respondents, 30 people (30%) were the most frequently found respondents in this study aged 38 - 43 years, because at the age of 38 - 43 years is the age that is still productive so that their energy and mind are good at doing work, especially since the Forestry Service is dominant. It's down to the field where the terrain is quite rough. And the fewest respondents were found aged 26 - 31 years, namely 10 people (10%), because there are still very few young employees who are

interested in joining the forestry service and not to mention that the selection must be physically and mentally strong. So the conclusion is

The Padang West Sumatra Province Forestry Service has many employees aged 38 - 43 years. With 76 married employees and 24 unmarried employees. Based on the work period of the respondents, most of the respondents found in this research were respondents who worked in the range of 13-19 years, namely 40 people (40%). This is because in the Forestry Service of West Sumatra Province there are more employees who have worked for a long time starting from completing their education, so their working period is longer than that of new employees. And the fewest respondents found were respondents who worked for 27-33 years as many as 5 people (5%) because they were about to enter retirement age. It can be concluded that the majority of employees at the West Sumatra Province Forestry Service have the longest working period, namely 13 – 19 years.

Based on the education of the respondents, the majority of respondents found in this research were respondents with a Bachelor's degree (S1), namely 46 people (46%) because the average number of new employees received was a minimum of a Bachelor's degree. And the fewest respondents found were respondents with junior high school education, namely 2 people (2%). Based on employee salaries, namely salaries where the largest percentage is respondents with an income of IDR 2,500,000 – IDR 3,500,000 with a percentage of 50%. With the explanation that for employees whose ranks are still low, namely level I administrators, the minimum for respondents is Rp. 4,500,000 – Rp. 5,500,000, which contains higher ranks, namely the main supervisor of Medya. 35 people (9.3%).

3.1 Data analysis

This analysis was carried out to review respondents' answers to parts of the questions that became the research instrument. To get an idea of the degree of respondent's perception of the variables studied.

Table 2 results of descriptive statistics

	N	Minimum	Maximum	Mean	Std. Deviation
X1	100	22,00	40,00	31,9300	3,61885
X2	100	22,00	39,00	31,2400	3,71761
Y	100	28,00	50,00	38,4300	4,27881
Valid N	100				

Source: IBM SPSS 25 data

Based on the table of analysis results using descriptive statistics on variables Individual Characteristics (X1) shows the minimum value of 22.00, mean of 31.9300 with standard deviation 3.61885. for variables Job Characteristics (X2) shows a minimum value of 22.00, mean of 31.2400 with standard deviation 3.71761. Meanwhile, the Performance variable (Y) shows a minimum value of 28.00, the maximum value is equal to 50.00, mean of 38.4300 with a standard deviation of 4.27881.

3.2 Validity test results

Variable testing to help find out if there are statements in the questionnaire that must be removed/replaced because they are considered irrelevant. Correlation calculations use the SPSS 25

program to calculate variable scores from item scores. A score will be said to be valid if the variable score is different from the rejected score.

Table 3 validity test results individual characteristics

	Statement Items	R count	Note
1	Individual characteristics 1	0.745	Valid
2	Individual characteristics 2	0.593	Valid
3	Individual characteristics 3	0.729	Valid
4	Individual characteristics 4	0.565	Valid
5	Individual characteristics 5	0.677	Valid
6	Individual characteristics 6	0.575	Valid
7	Individual characteristics 7	0.622	Valid
8	Individual characteristics 8	0.649	Valid

Source: primary data processed in 2023

Based on table 3, it can be seen that the 8 statement items for individual characteristics are all declared valid because the calculated r value seen from the r table is 0.3061.

Table 4 results of validity test of job characteristics

	Statement Items	R count	Note
1	Job characteristics 1	0.620	Valid
2	Job characteristics 2	0.709	Valid
3	Job characteristics 3	0.564	Valid
4	Job characteristics 4	0.652	Valid
5	Job characteristics 5	0.678	Valid
6	Job characteristics 6	0.685	Valid
7	Job characteristics 7	0.751	Valid
8	Job characteristics 8	0.682	Valid

Source: primary data processed in 2023

Based on table 4, it can be seen that all 8 statement items for job characteristics are declared valid because the calculated r value seen from the r table is 0.3061.

Table 5 tests the validity of employee performance

	Statement Items	R count	Note
1	employee performance 1	0.712	Valid
2	employee performance 2	0.862	Valid
3	employee performance 3	0.636	Valid
4	employee performance 4	0.671	Valid
5	employee performance 5	0.825	Valid
6	employee performance 6	0.744	Valid
7	employee performance 7	0.782	Valid
8	employee performance 8	0.829	Valid
9	employee performance 9	0.753	Valid
10	employee performance 10	0.633	Valid

Source: primary data processed in 2023

Based on table 5, it can be seen that the 10 statement items for employee performance are all declared valid because the calculated r value seen from the r table is 0.3061.



3.3 Reliability Test Results

The reliability test is only carried out on valid parts, where valid parts are obtained through validity tests. To see whether a measuring instrument is used reliably or not statistical approach, namely if the reliability coefficient is greater than 0.60, then overall the statement is declared reliable (reliable). The reliability test in this research used the Cronbach Alpha formula with the help of SPSS (Statistical Package For Social Science). An instrument is said to be reliable if the Cronbach alpha value is greater than 0.60.

Table 6 reliability test results

Variable	Amount Items	Cronbach's Alpha	Standard Value	Information
(X1)	8	0.798	0.60	Reliable
(X2)	8	0.807	0.60	Reliable
(Y)	10	0.880	0.60	Reliable

Source: IBM SPSS 25 data

The results of the reliability test show that all variables have a fairly large alpha coefficient, namely above 0.60, so it can be said that all measuring concepts for each variable from the questionnaire are reliable so that the items in each variable concept are suitable for use as measuring tools.

3.4 Classic assumption test

The research carried out was a form of primary research, so to fulfill the requirements before testing the hypothesis through the T test and F test, several classical assumptions were tested

3.5 Normality test results

The classic assumption test of normality is the assumption that certain Y or X values are distributed normally around the mean. In a linear regression model, this assumption indicates that the distribution of sampling error is normal. The normality test aims to test whether the regression model for the dependent variable and independent variables both have a normal distribution or not. In the normality test using Kolmogorof-Smirnov, the results seen were Asymp.sig greater than the alpha significance of 5% or 0.05.

Table 7 normality test results

		Unstandardized Residuals
N		100
Normal Parameters, b	Mean	0.000000
	Std. Deviation	3.61298281
Most Extreme Differences	Absolute	0.073
	Positive	0.073
	Negative	-0.047
Statistical Tests		0.073
Asymp. Sig. (2-tailed)		,200c,d

Source: IBM SPSS 25 data

From table 6 above it can be seen that each variable has an Asymp.sig (2-tailed) which is 0.200 which is greater than the alpha significance of 5% (0.05). This proves that the data is normally distributed.

3.6 Multicollinearity test results

The multicollinearity test aims to test whether in the regression model a correlation is found between independent variables according to Ghozali (2017) in Jeni's research(2019). Multicollinearity is a condition where there is a perfect linear relationship between all independent variables. If there is a good linear relationship between all independent variables, it means that the analysis of the regression equation in this study can make interpretation difficult. To determine whether or not there are symptoms of multicollinearity, you can look at the tolerance value or Variance Inflation Factor (VIF). The limit of this VIF is 0.01 or the VIF value is above 10, so the resulting model contains multicollinearity interference.

Table 8 Multicollinearity test results

Collinearity Statistics	
Tolerance	VIF
0.605	1,652
0.605	1,652

Source: IBM SPSS 25 data

Based on the results obtained, the Tolerance value for the variable Individual Characteristics X1 as big as $0.605 > 0.1$ and a VIF value of $1,652 < 10$, this shows that the individual characteristic variables do not have multicollinearity problems. On variables Job Characteristics X2 has a Tolerance value of $0.605 > 0.1$ and VIF of $1,625 < 10$ indicates that the training variable does not have multicollinearity problems.

3.7 Heteroscedasticity Test

This test aims to test whether in the regression model there is inequality of variance or residual for all observations in the linear regression model. If the variance or residual from one observation to another is constant, it is called homoscedasticity and if there is unequal variance in the regression model it is called heteroscedasticity.

Table 9 Heteroscedasticity Test

Indicator	Correlation Coefficient	Sig. (2-Tailed)
Individual Characteristics	1,000	0.390
Job Characteristics	1,000	0.784

Source: IBM SPSS 25 data

Based on table 8 using Spearman's rho So it can be concluded that Heteroscedasticity does not occur if the sig value of the Individual Characteristics variable is with Sig. (2-tailed) $0.390 >$ from sig 0.05 and Job Characteristics seen from Sig. (2-tailed) $1\ 0.784 >$ from sig 0.05 .

3.8 Multiple Linear Regression Analysis

Multiple regression is a technique for determining the correlation between a dependent variable and a combination of two or more independent variables. In multiple regression, the prediction error can be reduced, because the prediction includes other variables that have an influence on the prediction. Multiple regression analysis is used to determine the influence of each independent variable partially or jointly on the dependent variable.

The multiple linear regression equation formula used is as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$



Where:

- Y = Employee Performance
- a = Constant
- b = Variable Regression Coefficient
- X1 = Individual Characteristics
- X2 = Job Characteristics
- e = Nuisance Variable

Table 10 results Multiple Linear Regression Analysis

		Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
1	(Constant)	16,529	3,525		4,689	0,000
	X1	0.366	0.130	0.309	2,808	0.006
	X2	0.327	0.127	0.284	2,579	0.011

Source: IBM SPSS 25 data

Based on the table, it can be seen that the regression equation formed is as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

$$Y = 16,529 + 0.366X_1 + 0.327X_2 + e$$

From the regression equation it can be explained as follows:

- a) The constant value of the equation above is 16.529. This shows that the absence of individual characteristics and job characteristics will affect the performance of employees in the West Sumatra Province Forestry Service.
- b) Based on the results of the regression equation test above, the regression coefficient X1 is obtained 0.366, if Individual Characteristics (X1) increased, employee performance will increase by 0.366 assuming the other independent variables remain constant.
- c) Based on the results of the regression test above, the results for the regression coefficient X2 are equal to 0.327, if Job Characteristics (X2) are increased further, so employee performance increases by 0.327 assuming the other independent variables remain constant.

3.9 Hypothesis testing

1. Partial Test (t)

The t test is carried out to test whether the independent variable (X) individually has a significant relationship or not with the dependent variable (Y), with criteria based on a significant value > 0.05, then the independent variable has a significant influence on the dependent variable and vice versa.

Table 11 partial test results (t)

Source:	Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
		B	Std. Error	Beta		
IBM SPSS 25 data	1 (Constant)	16,529	3,525		4,689	0,000
	X1	0.366	0.130	0.309	2,808	0.006
	X2	0.327	0.127	0.284	2,579	0.011

ased on the table above, it shows that the partial hypothesis test is as follows:

a. Influence Individual characteristics (X1) On Employee Performance (Y)

Based on the t test table data above the variables Individual characteristics (X1) obtained t count 2,808 with a significant value of 0.006, while the condition value for 100 t table samples is 1.984 with a significant value of 0.05. In this way, t-count conclusions can be drawn $2,808 > t \text{ table } 1.984$ with a significant value of $0.006 < 0.05$, so it is partial Individual characteristics (X1) has a positive and significant effect on the performance of employees at the West Sumatra Province Forestry Service.

b. Influence of Job Characteristics (X2) on Employee Performance (Y)

Job Characteristics (X2) obtained t count of 2,579 while the conditional value for 100 sample t tables is 1.984 with a significant value of 0.011 so it can be concluded that the t count $2,579 > t \text{ table } 1.984$ with a significant value $0.011 < 0.05$, then partially Job Characteristics (X2) have a positive and significant effect on employee performance at the West Sumatra Province Forestry Service

3.10 Simultaneous Test (F)

The F statistical test basically shows whether all the independent variables included in the model have a joint or simultaneous influence on the dependent variable (Ghozali, 2019).

Table 12 simultaneous test results (f)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regressi on	520,199	2	260,100	19,523	0.00b
	Residual	1292,311	97	13,323		
	Total	1812,510	99			

Source: IBM SPSS 25 data

Shows that the F-count value is $19.523 >$ the F-table value of 2.70 and the significance value is $0.000 < 0.05$. This means that the Individual and Job Characteristics variables jointly have a positive and significant effect on Employee Performance.

3.11 Coefficient of Determination (R-Square)

The coefficient of determination is one of the elements that is of concern in analysis. The coefficient of determination is used to see how much influence variable X (Independent Variable) has on Variable Y (Dependent Variable) usually expressed in the form of a percent. The coefficient of determination is calculated using the correlation coefficient (R²) where the coefficient value (R²) is useful for predicting how well individual and job characteristics contribute as a whole to selection decisions.

Table 13 test results Coefficient of Determination (R-Square)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.536a	.287	.272	3.65004
a. Predictors: (Constant), JOB CHARACTERISTICS, INDIVIDUAL CHARACTERISTICS				

Source: IBM SPSS 25 data

Based on table 4.16 it can be seen that:

1. The R value of 0.536 is equal to 53.6%, meaning that the relationship between the Individual Characteristics and Job Characteristics variables on employee performance means that there is a fairly close relationship.
2. The Adjusted R Square value of 0.272 means that 27.2% of employee performance can be explained by Individual Characteristics and Job Characteristics while the remaining 72.8% is influenced by other variables not included in this research.
3. Standard Error of Estimate means measuring the variation from the predicted value. The Standard Error of the Estimate value is 3.6004.

4. DISCUSSION

1. The Influence of Individual Characteristics on Employee Performance

From the research results above shows that variable Individual characteristics have a positive and significant influence on employee performance at the West Sumatra Province Forestry Service. This shows that the individual character of each employee will influence employee performance such as completing work tasks and responsibilities. By evaluating employee performance based on work results and work behavior that have been completed, it can increase the employee's ability to speed up the completion of each employee's tasks. The results of this research are in line with research conducted by Faisa (2021) entitled The Influence of Individual Characteristics and Job Characteristics on Employee Performance at the National Defense Agency Office of Hulu Sungai Tengah Regency with the research results namely that the Individual Characteristics variable has a positive and significant influence on employee performance.

2. The Influence of Job Characteristics on Employee Performance

Job Characteristics variable t test has a positive and significant influence on employee performance. It is indicated that there is a task description that has been explained, making it easier for employees to understand the essence of the task so that it can shorten the processing time and is supported by feedback, namely in the form of bonuses or allowances if they can complete the assigned tasks on time. In accordance with Riwayani's (2022) research entitled The Influence of Discipline, Job Characteristics and HR Competency on the Performance of Tirtanadi Sibolga Regional Drinking Water Company (PDAM) Employees. It can be concluded that Job Characteristics partially have a positive and significant effect on Employee Performance.

3. The Influence of Individual Characteristics (X1) and Job Characteristics (X2) on Employee Performance (Y) Simultaneously

Based on simultaneous hypothesis testing (F test), it shows that the Individual Characteristics and Job Characteristics variables together influence employee performance. And it can be concluded that the variables Individual Characteristics (X1) and Job Characteristics (X2) simultaneously have a positive and significant effect on the employee performance variable (Y). It can be said that if an agency gives individuals work that suits the employee's abilities, they will do the work with satisfactory results. This is also supported by research conducted by Jeni (2019) which found that individual characteristics simultaneously influence performance. Furthermore, research conducted by Achar (2023) also obtained the same results, namely that job characteristics simultaneously influence performance.

5. CONCLUSION

Based on the results of research on the influence of individual and job characteristics on employee performance in the West Sumatra Province Forestry Service, there are several conclusions from the results of the analysis and discussion. The conclusions of this research are as follows:

1. Variable Individual Characteristics has a positive and significant influence on Employee Performance in the West Sumatra Province Forestry Service.
2. The Job Characteristics variable has a positive and significant influence on Employee Performance in the West Sumatra Province Forestry Service.
3. Based on simultaneous hypothesis testing (f test), it shows that the Individual and Job Characteristics variables have a positive and significant effect on Employee Performance in the West Sumatra Province Forestry Service.

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