

The Influence of Competence, Work Motivation and the Working Environment on Employee Performance at the Oku Regency Youth and Sports Agency

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Abstract: This study focuses on examining two key factors believed to have a significant influence on the performance of wushu taolu athletes: the variables under investigation, namely rewards and sports facilities at the OKU Regency Youth and Sports Office. The research method employed is a quantitative descriptive approach; this study utilises saturation sampling or a census, whereby the entire population of 40 athletes was selected as the research sample. The results of the study show that the calculation of the variable. Reward (X1) against Performance (Y) yielded a significance value of $0.009 < 0.05$. Sports Facilities (X2) on Performance (Y) yielded a significance value of $0.014 < 0.05$. Meanwhile, the simultaneous analysis yielded a significance value of 0.003, which is smaller than $\alpha = 0.05$ ($0.003 < 0.05$). The R-squared value is 0.264. It can therefore be concluded that the independent variables Reward (X1) and Sports Facilities (X2) have a partial and simultaneous effect on performance (Y) of 26.4%, whilst the remainder is attributable to variables outside the scope of this study.

Keywords: Athletes' Performance, Rewards, Sports Facilities, Wushu Taolu.

1. Introduction

The dynamics of national sports development have positioned athletes' achievements as one of the indicators of a region's progress and success in implementing a comprehensive, integrated, and sustainable sports development system. Ogan Komering Ulu (OKU) Regency, as a region with a strong cultural identity in South Sumatra, possesses untapped potential in the development of martial arts, particularly Wushu, which has demonstrated a track record of achievements in various provincial-level competitions. Wushu Taolu, as a discipline that combines the art of movement, strength, flexibility, and high aesthetic expression, not only demands precise technical mastery and strict discipline from athletes but also requires a development ecosystem capable of providing both psychological and technical support (Moelyadi, 2020).

Given the potential of Wushu Taolu in Ogan Komering Ulu Regency, which requires a holistic development ecosystem, this study focuses on examining two key factors believed to have a significant influence on enhancing athletes' performance. The variables under investigation—rewards and sports facilities—are viewed as fundamental, interrelated elements in creating an optimal training environment. These two variables are believed not only to stand alone but to interact synergistically to form a strong psychological and technical foundation for improving athlete performance. The influence of rewards and facilities on athlete performance is thought to operate through interrelated mechanisms, both psychologically and technically. Rewards function as extrinsic motivators that enhance athletes' commitment, sense of appreciation, and perseverance in training. Psychologically, rewards—whether in the form of material incentives or non-material recognition—can fulfill the need for appreciation and fairness, thereby enhancing athletes' pride and fighting spirit (Bustami, 2021).

Meanwhile, adequate sports facilities serve as a form of technical support that enables athletes to train optimally, safely, and in a science-based manner. Complete, standard-compliant facilities not only support the precise mastery of techniques but also foster a sense of professionalism, which in turn enhances athletes' focus and dedication. Furthermore, these two variables interact to create a synergistic development ecosystem:

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appropriate rewards spur motivation to make the most of the facilities, while quality facilities enable that motivation to translate into tangible improvements in skills and results. Thus, it can be inferred that the presence of a structured reward system and adequate facilities together will contribute significantly to athletes' performance achievements (Zainuddin, 2023).

Conceptually, rewards or recognition in the context of sports are understood as any form of acknowledgment—whether material or non-material—given as a result of an athlete's achievements or efforts. Various forms of rewards or recognition received by athletes in OKU Regency include financial incentives, medals, certificates, and qualification to participate in higher-level competitions. However, the problem faced is the inconsistency and lack of clarity in the reward system, where athletes often lack certainty regarding the form, amount, and timing of the rewards they will receive. The absence of a structured and transparent reward system has the potential to trigger a decline in motivation, a sense of injustice, and even the end of an athlete's career, as they do not see clear appreciation for the hard work and sacrifices they have made (Hilpisch, 2024).

Sports facilities refer to all the physical facilities and infrastructure required to support effective, efficient, and safe training. This variable encompasses the availability, adequacy, and quality of training venues (such as arenas/gyms), specialized Wushu equipment (such as mats meeting adequate safety standards, training aids, and weapons for taolu), as well as supporting facilities like changing rooms, equipment storage, and proper lighting and ventilation systems. Adequate facilities not only minimize the risk of injury but also allow athletes to explore and refine complex Wushu Taolu techniques more effectively (Zahara, 2022).

2. Materials and Methods

The scope of this study is limited to three main aspects: research variables, units of analysis, and the time frame of the study. In terms of variables, the study will examine only two independent factors rewards and sports facilities and their impact on one dependent factor: athletic performance. The unit of analysis or research respondents in this study are specifically Wushu Taolu athletes who are registered with or under the guidance of the Ogan Komering Ulu (OKU) Regency Youth and Sports Office. This study employs a quantitative descriptive research method with data collection conducted via a questionnaire. The research location was selected purposively. The population in this study consists of all Wushu Taolu athletes in Ogan Komering Ulu Regency, totaling 40 individuals. Sugiyono (2022) explains that a sample is a subset of the population that shares the same characteristics; since the population size is less than 100, the entire population was used as the research sample. The tool used to collect data in this study was a questionnaire. The data processing and analysis methods to be conducted by the author include validity testing, reliability testing, classical assumption testing, multiple linear regression, hypothesis testing (t-test and F-test), and the coefficient of determination (Adjusted R²).

3. Results and Discussion

3.1. Validity and Reliability Tests

3.1.1. Validity Test

To ensure that the research instrument is capable of measuring what it is intended to measure, a validity test was conducted. The table r value was obtained using the formula df (degrees of freedom) = $n-2$, where n is the number of respondents. Based on this formula, df is calculated as $40-2 = 38$. With $df = 38$ and a significance level of 5%, the table r value is 0.321. The results of the validity test for the items in the questionnaire are as follows:

Table 1. Results of the Competency Validity Test (X1)

No.	Statement	Calculated r	Table r	Notes
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1	P1	0,564	0,312	Valid
2	P2	0,436	0,312	Valid
3	P3	0,755	0,312	Valid
4	P4	0,579	0,312	Valid
5	P5	0,409	0,312	Valid
6	P6	0,713	0,312	Valid
7	P7	0,380	0,312	Valid
8	P8	0,426	0,312	Valid
9	P9	0,587	0,312	Valid
10	P10	0,420	0,312	Valid
11	P11	0,564	0,312	Valid
12	P12	0,436	0,312	Valid

Results of the Validity Test for Sports Facilities (X2)

No.	Statement	Calculated r	Table r	Notes
1	P1	0,584	0,312	Valid
2	P2	0,697	0,312	Valid
3	P3	0,376	0,312	Valid
4	P4	0,425	0,312	Valid
5	P5	0,593	0,312	Valid
6	P6	0,656	0,312	Valid
7	P7	0,605	0,312	Valid
8	P8	0,602	0,312	Valid
9	P9	0,340	0,312	Valid
10	P10	0,476	0,312	Valid

Results of the Achievement Validity Test (Y)

No.	Statement	Calculated r	Table r	Notes
1	P1	0,383	0,312	Valid
2	P2	0,354	0,312	Valid
3	P3	0,440	0,312	Valid
4	P4	0,418	0,312	Valid
5	P5	0,440	0,312	Valid
6	P6	0,365	0,312	Valid
7	P7	0,367	0,312	Valid
8	P8	0,435	0,312	Valid
9	P9	0,355	0,312	Valid
10	P10	0,461	0,312	Valid

The table above shows that the calculated r values for all statements under each variable are greater than the critical r value (0.312); therefore, it can be concluded that all questionnaire items under the variables Reward (X1), Sports Facilities (X2), and Achievement (Y) are valid.

3.1.2. Rehabilitation Test

Table 2. Reliability Test Results

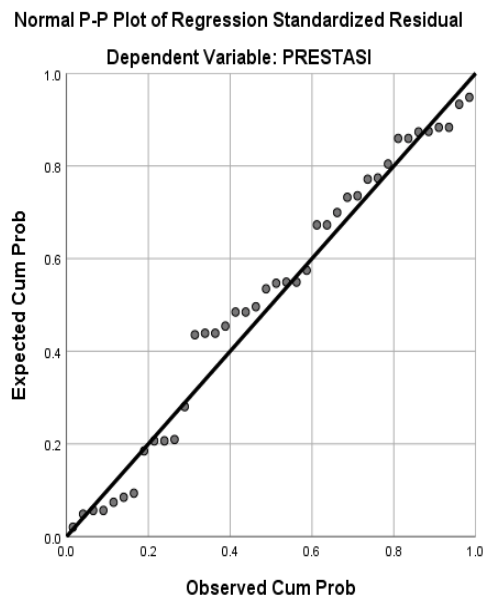
No	Variable	C.A. Value	Description
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1	Reward (X1)	0,831	> 0.600 (Reiliabeil)
2	Sports Facilities (X2)	0,830	> 0.600 (Reiliabeil)
3	Achievements (Y)	0,737	> 0.600 (Reiliabeil)

The table above shows that the Cronbach’s Alpha values for each variable are greater than 0.600. Therefore, it can be concluded that the questionnaire items for all variables are reliable.

3.2. Data Normality Test

The data normality test in this study used the Kolmogorov-Smirnov test, the results of which are presented in the following table.



Gambar 1. Results of the Data Normality Test

The figure above shows that almost all data points lie close to the diagonal line, which means that the data collected and entered into the regression model for analysis is normally distributed.

3.3. Multicollinearity Test

Table 3. Results of the Multicollinearity Test

No	Variabel	Tolerance	VIF	Note
1	Reward (X1)	0,995	1,005	Free of Multicollinearity
2	Sports Facilities (X2)	0,995	1,005	Free of Multicollinearity

Based on the table above, it can be seen that the tolerance values for each variable are greater than 0.1. Furthermore, the VIF values for each variable are less than 10. Therefore, it can be concluded that there is no multicollinearity in this study.

3.4. Heteroscedasticity Test

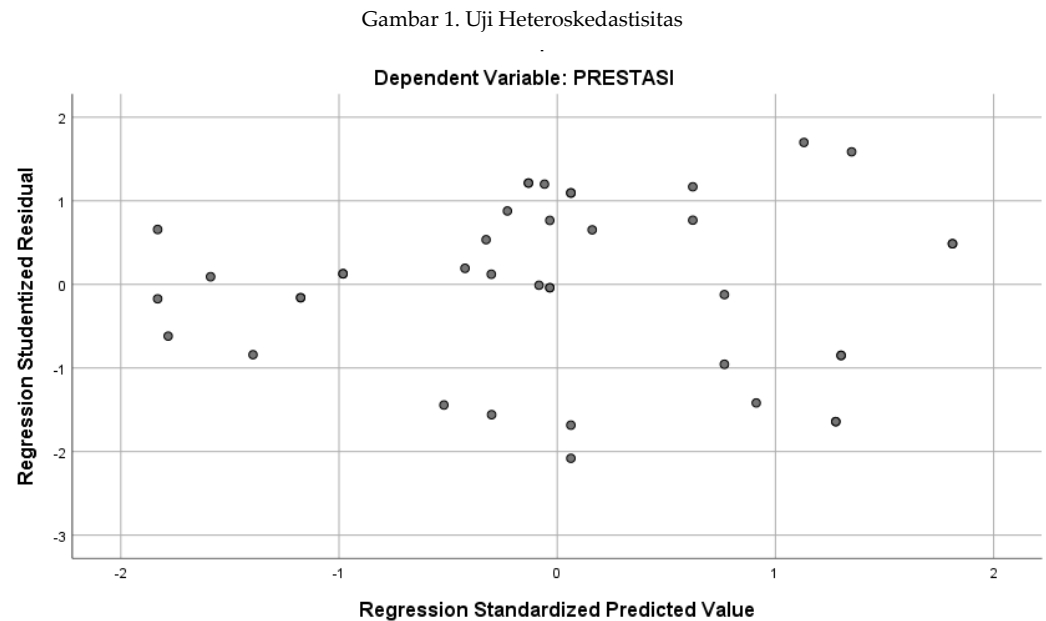


Figure 2. Results of Heteroscedasticity

As shown in the figure above, the data points are scattered above, below, and around the value of 0. The data points do not cluster exclusively above or below this value. The distribution of the data points does not form a pattern. Therefore, it can be concluded that there is no issue of heteroscedasticity, meaning that the conditions for a good and ideal regression model are met.

3.5. Multiple Linear Regression

Table 4. Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Coefficients ^a		t	Sig.	Collinearity Statistics	
	B	Std. Error	Standardized				Tolerance	VIF
			Beta					
(Constant)	18.686	6.173			3.027	.004		
REWARD	.326	.119	.389	.2753	.009	.995	1.005	
FASILITAS	.290	.113	.363	.2572	.014	.995	1.005	

Based on the table above, the regression equation is $Y = 18.686 + 0.326 X1 + 0.290 X2 + e$. This equation indicates that the variables Reward (X1) and Sports Facilities (X2) have a positive effect on Performance (Y). The constant value of 18.686 indicates that if the Reward and Sports Facilities variables are considered nonexistent or equal to zero, the Performance value remains at 18.686. The regression coefficient for Reward (X1) of 0.326 indicates that a one-unit increase in Reward is associated with a 0.326-unit increase in Performance, assuming all other variables remain constant. This means that the better the reward provided, the more likely Performance will increase. Furthermore, the regression coefficient for Sports Facilities (X2) of 0.290 indicates that a one-unit increase in Sports Facilities will increase Performance by 0.290 units, assuming all other variables remain constant. Thus, the more adequate the available sports facilities, the greater the improvement in performance.

3.6. Test of Partial Effect Significance (t-Test)

Table 5. Results of the t-Test

No	Variable	t-value	Significance	Notes
1	Reward (X1)	2,753	0,009	Influential
2	Sports Facilities (X2)	2,572	0,014	Influential

Testing the effect of the Reward variable (X1) on Achievement (Y) yielded a significance value of $0.009 < 0.05$. This means that it can be concluded that there is a significant effect of the Reward variable (X1) on Achievement (Y). Testing the effect of the Sports Facilities variable (X2) on Achievement (Y) yielded a significance value of $0.014 < 0.05$. This means it can be concluded that there is a significant effect of the Sports Facilities variable (X2) on Achievement (Y).

3.7. Test of Simultaneous Effects (F-Test)

Table 6. Results of the F-Test

Hipotesis	p-value	alpha	Note
H ₃	0,003	0,05	Rewards (X1) and Sports Facilities (X2) jointly influence Academic Achievement (Y)

The results of the F-test in the table above show that the simultaneous test of all parameters indicates a significance value of $0.003 < 0.05$. Therefore, it can be concluded that the variables Reward (X1) and Sports Facilities (X2) have a simultaneous or combined effect on Achievement (Y).

3.8. Coefficient of Determination

Table 7. Coefficient of Determination

Model	Model Summary ^b			
	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.514 ^a	.264	.225	2.558

Based on the table above, the R-squared value is 0.264. This R-squared value indicates that 26.4% of the variation in Academic Achievement (Y) can be explained by the variables Reward (X1) and Sports Facilities (X2), while the remaining 73.6% is attributed to other variables not included in the study.

3.9. Discussion

Based on the results of the multiple linear regression analysis, the regression coefficient for the Reward variable (X1) was 0.326, with a significance value of 0.009, which is smaller than $\alpha = 0.05$ ($0.009 < 0.05$). Thus, H₀ is rejected and H_a is accepted, meaning that Reward has a positive and significant effect on the Performance of Wushu Taolu Athletes at the Ogan Komering Ulu Regency Youth and Sports Office. These results align with previous research by Dlis (2023), who stated that rewards have a significant positive effect on the motivation and performance satisfaction of athletes at the DKI Jakarta Student Sports Training Center. Similarly, Diyasaputri & Wirantari (2025) found in a case study in Badung Regency that the provision of medal-based rewards (gold, silver, bronze) and the roles of athletes and coaches were proven effective in enhancing athletes' motivation and performance. Furthermore, Aulia (2025) found that rewards have a positive and significant influence on athletes' performance at the Medan Sports Council (KONI). Theoretically, the results of this study align with the concept proposed by Fahmi (2020), who states that rewards for athletes can be divided into three main forms: cash financial rewards

(performance bonuses, allowances), financial rewards in the form of benefits and facilities (health insurance, scholarships, training equipment), and non-financial rewards (certificates of appreciation, medals, public recognition). This study is also consistent with Sedarmayanti's (2023) theory, which states that the objectives of providing rewards include attracting and recruiting talented athletes, motivating athletes, developing athletes' potential, increasing athletes' satisfaction and loyalty, and retaining top athletes.

Based on the results of the multiple linear regression analysis, the regression coefficient for the Sports Facilities variable (X2) was found to be 0.290, with a significance value of 0.014, which is smaller than $\alpha = 0.05$ ($0.014 < 0.05$). Thus, H0 is rejected and Ha is accepted, meaning that Sports Facilities have a positive and significant effect on the Performance of Wushu Taolu Athletes at the Ogan Komering Ulu Regency Youth and Sports Office. These results align with previous research by Yulinda (2024), who found that infrastructure contributes significantly—51.3%—to student athletes' performance in Hulu Sungai Utara Regency. Similarly, Rusdi (2019) demonstrated that recruitment, sports facilities, and empowerment have a significant effect on athlete motivation (both partially and simultaneously) and impact athlete performance at the Student Training Development Center (PLPP) and the Regional Training Development Center (PPLD) in Aceh. Furthermore, Wijaya (2024) also found that the relationship between facilities and the role of coaches is significant in supporting the performance of badminton athletes in Palu City.

Theoretically, the results of this study align with the concept proposed by Tjiptono and Chandra (2016), who state that sports facilities can foster a sense of satisfaction, motivation, and appreciation among athletes; accelerate and streamline the training process; facilitate athletes' movements and activities; create a sense of safety, comfort, and focus; and directly enhance training productivity and the quality of athletes' performance. This study also aligns with Asri's (2019) theory, which states that sports facilities are resources provided by sports organizations to support the athlete development process in achieving established performance goals. Based on the results of the F-test statistical analysis, the calculated F-value was 6.650 with a significance level of 0.003, which is smaller than $\alpha = 0.05$ ($0.000 < 0.05$). Thus, H0 is rejected and Ha is accepted, meaning that Reward (X1) and Sports Facilities (X2) together (simultaneously) have a significant effect on the performance of Wushu Taolu athletes at the Ogan Komering Ulu Regency Youth and Sports Office.

These results align with previous research by Ramadan (2025), which confirmed that integrated management of facilities, human resources, and athlete development systems can significantly improve athlete performance in Tangerang City, with the achievement of high-performing athletes at the provincial level in 2022 reaching 296% of the target. Similarly, Sunarto (2024) also demonstrated that rewards and punishments together have a positive and significant effect on the motivation of esports athletes to achieve. Theoretically, the results of this study align with the concept proposed by Mangkunegara (2020), who states that performance is a function of motivation, ability (physical, technical, tactical, and mental), and the outcomes achieved within the scope of one's role on the field. Rewards serve as an extrinsic motivational factor that encourages athletes to train harder, while sports facilities act as a factor supporting athletes' technical abilities. This study also supports Sedarmayanti's (2023) theory, which states that a well-designed reward system (based on fairness, equity, or need) will be effective if supported by an adequate environment and facilities. These two variables are complementary and interact with one another.

4. Conclusions

Based on the results of data analysis and discussion regarding the influence of rewards and sports facilities on the performance of Wushu Taolu athletes at the Ogan Komering Ulu Regency Youth and Sports Agency, it can be concluded that rewards have a positive and significant influence on athletes' performance. The provision of appropriate rewards can increase athletes' motivation, enthusiasm for training, and drive to achieve better results. In addition, sports facilities have also been proven to have a positive and significant effect on the performance of Wushu Taolu athletes. The availability of adequate training

facilities and infrastructure can support the effectiveness of training so that athletes are able to optimally develop their technical and physical abilities. Simultaneously, rewards and sports facilities together have a significant influence on the performance of Wushu Taolu athletes at the Ogan Komering Ulu Regency Youth and Sports Agency. Based on these conclusions, several recommendations can be made. In an effort to improve the reward system, the OKU Youth and Sports Agency and the OKU Wushu Branch Committee are advised to establish clear regulations regarding the athlete reward system, including eligibility criteria, bonus amounts, and the timing of reward distribution. In addition to financial rewards, non-financial rewards such as educational scholarships and opportunities to participate in national-level training should also be considered. Furthermore, to improve the quality of sports facilities, it is necessary to procure training equipment that meets competition standards, such as weapons and landing mats, provide training mirrors of adequate size, and improve the ventilation and lighting in the dojo. Facility maintenance should also be scheduled on a regular monthly basis, involving athletes through a duty roster system. For future researchers, it is recommended to explore other variables suspected of influencing athletic performance, such as internal motivation, coach quality, parental support, and the learning environment—which account for 73.6% of the variables not yet studied. Additionally, future research could employ a mixed-methods approach combining quantitative and qualitative methods through in-depth interviews and expand the study's scope to other districts or cities in South Sumatra.

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