

The Influence of Work Quality and Work Ability on the Performance of Millennial Employees of the Binjai City Government Education Office

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Abstract

This research was conducted to find the effect of work quality and work ability on This research aims to analyze the influence of work quality and work ability on the millennial employee performance of the Binjai City Government Education Service. The population and samples in this research consisted of 67 millennial employees. This research employed quantitative primary data obtained through questionnaires and processed using the SPSS version 24 software. The research was conducted in 2025 with data analysis carried out using multiple linear regression models. The findings indicated that both work quality and work ability have a positive and significant influence on the millennial employee performance of the Binjai City Government Education Office, either partially or simultaneously. Work quality has a regression value of 0.120, a tcount of 3.214 and a significant value of 0.002. Work ability has a regression value of 0.474, tcount of 7.702 and a significant value of 0.000. Work quality and work ability simultaneously have a significant value of 0.000 and a Fcount value of 156.023. The most dominant variable influencing performance was the variable of work ability with the largest tcount of 7.702. Millennial Employee Performance has a very strong relationship with work quality and work ability.

Keywords: *Work Quality, Work Ability, Employee Performance*

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INTRODUCTION

Human resources are a crucial and valuable asset for any agency or company. These human resources play a vital role in the agency or company's operations, including managing and being responsible for the agency's operational activities. The quality of these operations depends on the quality of these human resources. Therefore, it's crucial for agencies and companies to maintain the quality of their human resources. This is especially true given the ongoing debate surrounding the performance of the millennial generation. According to Yuswohady, in his article "*Millennial Trends*" (2016), the millennial generation is defined as those born between the early 1980s and 2000s. The negative stigma associated with the millennial generation stems from their tendency to change jobs due to boredom, fatigue, the search for a new work environment, and their pursuit of what they desire. Mitjonen (2014) in Dahri's (2023) research also stated that if millennial employees do not get what they expect, millennial employees will easily give up and hesitate to continue working at the job or agency and they will easily get bored and lose their enthusiasm for working.

Furthermore, a study by the Central Statistics Agency (BPS) shows that many millennials are employed and/or many companies employ them. However, there is a major factor hindering

business growth: young employees or the millennial generation. According to Sabita & Nuraini (2020), millennials are a group of workers with lower work loyalty than their predecessors. Boredom, saturation, and lack of appreciation are reasons employees choose to leave their jobs. Meanwhile, Suryadi (2018) emphasizes the opinion that work quality is a measurable outcome through the effectiveness and efficiency of work carried out by resources in achieving organizational goals or objectives well and effectively. Work quality is necessary for employees to complete their tasks well. Among millennial employees at the Binjai City Government Education Office, millennial employees lack initiative and high loyalty to the agency and their jobs. Millennial employees tend to leave work early and do not accept assignments outside of their working hours. This is supported by pre-survey data obtained from 15 millennial employees out of 67 millennial employees of the Binjai City Government Education Office that the low level of initiative and loyalty of millennial employees in the agency realm. From the results of the pre-survey it can also be concluded that millennial employees have a level of apathy towards the conditions or environment of their work or the agency and millennial employees only do a job only because they receive orders or directions from their superiors. This is quite worrying for the state of the agency, because if there is an urgency within the agency and requires employees to be able to handle it, whether because of directions from superiors or not, of course employees, especially millennials, must be able to overcome this immediately because of course this is for the benefit and goals of the agency. This tends to be supported in research conducted by Irawati, et al. (2023) which states that "Optimal working hours help companies achieve company goals because they can increase productivity and operational effectiveness". So this can also be a reference for the Binjai City Government Education Office where employees who are able to support the agency by optimizing their working time will be able to complete work optimally and on time.

Work quality is also linked to employee performance. Employee performance provides the necessary skills to perform and complete their work. Performance is the knowledge that guides employees through the process of completing and executing their work. According to Kertajaya (2021), performance is everything related to a person's performance, specifically their ability to demonstrate performance and perform their duties effectively. For example, someone who can complete a task within a specified timeframe. This is a particular concern for millennial employees of the Binjai City Government Education Office. As quoted by Meilia (2024) in her research, "A survey found that only 40% of civil servants in Indonesia possess specific skills and expertise in their work. Based on these findings, it was revealed that many civil servants are monotonous in their work and lack innovation in carrying out their work." This is in line with the phenomenon that occurs among millennial employees of the Binjai City Government Education Office, where the employees concerned do not improve their abilities or skills. They persist with monotonous abilities or skills or there is no development in these areas. So this can certainly be an obstacle for millennial employees in completing their work. Because of course, in the world of work there are varied tasks that require adequate skills in line with the workload. And of course, this is for the benefit and goals of the agency. This phenomenon is accompanied by the existence of A pre-survey conducted on 15 millennial employees out of 67 millennial employees of the Binjai City Government Education Office showed that millennial employees lack confidence in their knowledge and skills, are prone to avoiding work they have never done before, and have minimal technical skills.

The quality of work and work skills possessed will produce *output*. This output is the employee's performance. Employee performance determines how well an agency's goals are achieved and according to what is desired and planned. According to Simanjuntak (2011), performance is the level of achievement of results from the implementation of specific tasks. Simanjuntak also defines employee performance as the level of achievement or results of an employee's work in relation to targets to be achieved or tasks to be completed within a specified time period. However, according to *bakat.co*, millennial employees tend to have

low levels of loyalty. They tend to want to change jobs, have high expectations, dislike bureaucratic or authoritarian work, and prefer to work in their areas of interest. Furthermore, *gadjian.com reports* that millennials highly value *work-life balance*, which is a generational orientation. Millennials, working long hours is not an option. They choose to balance work and personal life. Millennials at the Binjai City Government Education Office have performance characteristics that emphasize *work-life balance*. This is based on the results of a pre-survey of 15 out of 67 millennial employees at the Binjai City Government Education Office. In this case, employee performance can decline because employees prefer to go home or return to their personal lives. This, in turn, is feared to hinder the completion of urgent unfinished work at the office. Consequently, this can certainly impact the performance of the millennial employees involved and the agency as a whole.

Based on the phenomenon of each variable above, the urgency of the phenomenon has been known so that researchers conducted further research to further analyze the influence of work quality and work ability on the performance of millennial employees. So with this, a study was conducted entitled: *The Influence of Work Quality and Work Ability on the Performance of Millennial Employees of the Binjai City Government Education Office*. The results of this study are expected to provide a positive contribution for agencies to support and meet every need of millennial employees and increase attention to the factors that influence the performance of millennial employees, so that later the performance of millennial employees can be maintained and improved sustainably and continue to work optimally and maximally.

METHODOLOGY

This study uses a quantitative approach using a multiple linear regression analysis model. The required data collection uses a questionnaire method with the type of data being primary data. The process of data analysis and testing is assisted by using statistical software, namely SPSS (*Statistical Product and Service Solution*) Version 24. The SPSS application is an application that is very much needed in quantitative research because SPSS provides validity & reliability tests, normality tests, multicollinearity, heteroscedasticity and multiple linear regression tests. And the results of data processing from SPSS Version 24 still have the same data processing results as the latest version. Then, multiple linear regression analysis is used for research that has more than one variable, namely independent variables and dependent variables. Multiple linear regression is the most appropriate method to determine how much contribution between variable X to variable Y both partially and simultaneously. In addition, from this multiple linear regression method, it can be known which variable X has the strongest contribution or influence and the strongest relationship to variable Y. Thus, the multiple linear regression method is the right method for the research objectives, structure and type of data used in this study. Later, all data obtained from the results of distributing the questionnaire will be converted into numbers using a *Likert scale*.

The population in this study was all ASN and honorary employees who belonged to the Millennial Generation (born 1980-2000) at the Binjai City Education Office, totaling 67 people. Because the population was below 100, all members of the population were observed. Therefore, the sampling technique used in this study was nonprobability sampling, which used the saturated sampling technique (census). According to Sugiyono (2014:118), the saturated sampling technique is an appropriate technique if the entire population is used as a sample because the population is very small.

RESULTS AND DISCUSSION

1. Data Validity Test

a. Validity Test

To determine the suitability of the questions in the questionnaire for respondents, a validity test is required for each question. the.

1) If the calculated r is greater than 0.3, then the question item is valid.

2) If r count is less than 0.3, then the question item is invalid.

Calculated r value from results testing with SPSS can seen on *Corrected Item- Total Correlation* in the SPSS test results table in the attachment.

Table 1. Results of the Validity of Question Items for the Work Quality Variable (X1)

Question no. -	Symbol	r count	r critical	Information
1	X 1.1	0.730	0.3	Valid
2	X 1.2	0.784	0.3	Valid
3	X 1.3	0.823	0.3	Valid
4	X 1.4	0.754	0.3	Valid
5	X 1.5	0.791	0.3	Valid
6	X 1.6	0.747	0.3	Valid
7	X 1.7	0.667	0.3	Valid
8	X 1.8	0.680	0.3	Valid
9	X 1.9	0.845	0.3	Valid
10	X 1.10	0.759	0.3	Valid
11	X 1.11	0.668	0.3	Valid
12	X 1.12	0.698	0.3	Valid

Table 2. Validity Results of Question Items for the Work Ability Variable (X2)

Question no. -	Symbol	r count	r critical	Information
1	X 2.1	0.634	0.3	Valid
2	X 2.2	0.592	0.3	Valid
3	X 2.3	0.550	0.3	Valid
4	X 2.4	0.786	0.3	Valid
5	X 2.5	0.807	0.3	Valid
6	X 2.6	0.807	0.3	Valid
7	X 2.7	0.828	0.3	Valid
8	X 2.8	0.560	0.3	Valid

Table 3. Validity Results of Question Items for Employee Performance Variable (Y)

Question no. -	Symbol	r count	r critical	Information
1	Y 1	0.518	0.3	Valid
2	Y 2	0.551	0.3	Valid

3	Y 3	0.575	0.3	Valid
4	Y 4	0.620	0.3	Valid
5	Y 5	0.707	0.3	Valid
6	Y 6	0.562	0.3	Valid

Source: Data Processing Results with SPSS Application Version 24.0 (2025)

The results of the validity test above show that all calculated r values for each question item for the variables Work Quality (X1), Work Ability (X2) and Employee Performance (Y) are above 0.3. Thus, it can be concluded that each question item is valid and suitable for use in research analysis.

b. Reliability Test

The reliability resulting from processing using SPSS of the questions that have been addressed to respondents in this study can be seen in the Cronbach's Alpha value. If the Cronbach's Alpha value is greater than 0.7, then the question on the variable has met the criteria. The results of the reliability test for each variable can be seen in the following tables:

Table 4. Results of the Reliability Test of the Work Quality Variable (X1)

Reliability Statistics	
<i>Cronbach's Alpha</i>	<i>N of Items</i>
0.945	12

Table 5. Results of the Reliability Test of the Work Ability Variable (x2)

Reliability Statistics	
<i>Cronbach's Alpha</i>	<i>N of Items</i>
0.903	8

Table 6. Results of the Reliability Test of the Employee Performance Variable (Y)

Reliability Statistics	
<i>Cronbach's Alpha</i>	<i>N of Items</i>
0.821	6

Source: Data Processing Results with SPSS Application Version 24.0 (2025)

Based on the table above, it can be concluded that all questions on the variables of work quality, work ability and performance are said to be reliable or reliable for use and are suitable for carrying out classical assumption tests.

2. Classical Assumption Test

The classical assumption test is a series of tests of statistical assumptions that must be met in linear regression analysis based on *Ordinary Least Squares* (OLS). In this study, the classical assumption tests used were the normality test, the multicollinearity test, and the t test. heteroscedasticity.

a. Normality Test

This normality test aims to determine whether variables nuisance or residual own normal distribution. As *basic* that test t And test F describe that mark The residuals follow a normal distribution. If this assumption is not met, the regression model is considered invalid with the number of samples. owned. In this data test study This using 2 (two) fruit types of analysis testing, that is analysis graph namely Test Histogram And P P-Plot and statistical analysis namely Test Kolgomorov-Smirnov.

1) Chart analysis

The normality test in the graphical analysis in this study can be seen from the bar histogram and the PP Plot graph. The results of the data normality test in this study can be seen below:

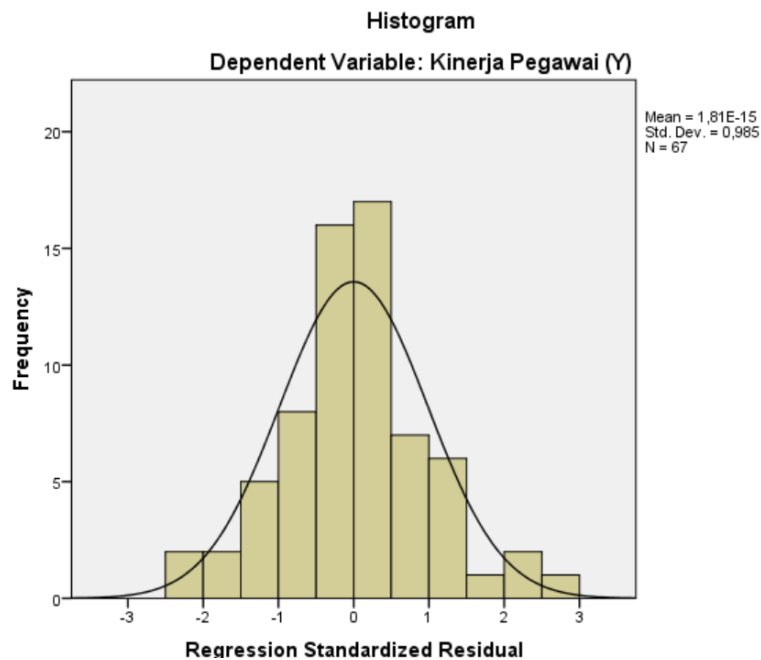


Figure 1 Histogram of Normality Test

Source: Data Processing Results with SPSS Application Version 24.0 (2025)

The histogram from the test results above shows that the graph tends to be convex in the middle and resembles a bell. The graph above clearly shows that the highest point is at the zero point and the shape of the graph does not deviate to the left or right, thus implying that the residual data is normally distributed.

In addition to the histogram, the results of the normality test can also be seen from the PP-Plot graph. The PP-Plot graph of the data normality test results can be seen in the following image:

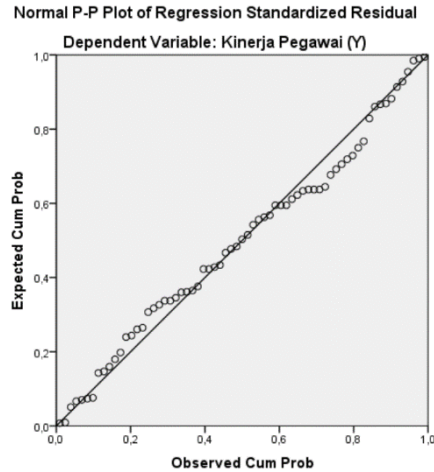


Figure 2 Histogram of Normality Test

Source: Data Processing Results with SPSS Application Version 24.0 (2025)

The results of the data normality test using the PP-Plot image can be seen that there are 67 data points for the dependent variable Employee Performance (Y) which are spread around the diagonal line in the same direction as the line and even some points touch the line, so it can be concluded that the data has been distributed normally.

2) Statistical Analysis

Ghazali (2015:98) argues that one of the testing methods that can be used in statistical analysis to test normality is the Kolmogorov-Smirnov test. The guidelines for decision-making using the Kolmogorov-Smirnov test are as follows:

- a) The significance value is less than 0.05, so the data distribution is not normal.
 - b) The significance value is greater than 0.05, so the data distribution is normal.
- The results of the data normality test using the Kolmogorov Smirnov Test can be seen in the following table:

Table 7. Data Normality with the Kolmogorov-Smirnov Test

<i>One-Sample Kolmogorov-Smirnov Test</i>		
<i>Unstandardized Residual</i>		
<i>N</i>		67
<i>Normal Parameters^{a,b}</i>	<i>Mean</i>	0.000000
	<i>Standard Deviation</i>	1.72207512
<i>Most Extreme Differences</i>	<i>Absolute</i>	0.085
	<i>Positive</i>	0.085
	<i>Negative</i>	-0.065
<i>Test Statistics</i>		0.085
<i>Asymp. Sig. (2-tailed)</i>		0.200 c,d

a. *Test distribution is Normal.*

b. *Calculated from data.*

c. *Lilliefors Significance Correction.*

d. *This is a lower bound of the true significance.*

Source: *Data Processing Results with SPSS Application Version 24.0 (2025)*

The Kolmogorov-Smirnov test results in Table 4.17 show a significance value of 0.200. The significance value derived from the Asymp. Sig. (2-tailed) value is greater than 0.05. Therefore, based on the Kolmogorov-Smirnov test that has been conducted, it can be concluded that the residual data in this study has been successfully distributed normally.

b. Multicollinearity Test

Ghozali (2013) stated that the purpose of the multicollinearity test is to identify whether or not there is a correlation between the independent variables in this regression model. Gujarati (2012:432) also argues that to identify the presence of multicollinearity, one can look at the Variance Inflation Factor (VIF) and Tolerance values. A regression model with a tolerance value close to 1 with a VIF threshold of 10 indicates no multicollinearity. The multicollinearity test results from the analysis can be seen in the following table:

Table 8. Multicollinearity Test Results

		<i>Coefficients^a</i>	
		<i>Tolerance</i>	<i>VIF</i>
1	<i>Model</i>		
	<i>del</i>		
	<i>Collinearity Statistics</i>		
	<i>(Constant)</i>		
	Work Quality (X1)	0.351	2,849
	Work Ability (X2)	0.351	2,849

a. *Dependent Variable: Employee Performance (Y)*

Source: *Data Processing Results with SPSS Application Version 24.0 (2025)*

The table above shows the results of the multicollinearity test where:

1. The Work Quality variable (X1) has a tolerance value of 0.351 where the value is above 0.10 and Work Quality (X1) also has a VIF value of 2.849 where the value is below 10. So it is concluded that the Work Quality variable (X1) is free from multicollinearity constraints.

2. The Work Ability variable (X2) has a tolerance value of 0.351, which is above 0.10, and Work Ability (X2) has a VIF value of 2.849, which is below 10. So it can be concluded that the Work Ability variable (X2) is free from multicollinearity constraints.

From the results of the analysis above, it can be concluded that the two variables, namely the Work Quality (X1) and Work Ability (X2) variables, do not have multicollinearity problems.

c. Heteroscedasticity Test

Ghozali (2013: 139) stated that the purpose of the heteroscedasticity test is to identify whether the residual variance between observations is unequal in the regression model. If the residual variance remains constant, it is called homoscedasticity, and if the opposite is true, it is called heteroscedasticity. A good regression model is one that exhibits homoscedasticity, or the absence of heteroscedasticity. The results of the heteroscedasticity test can be seen in the following figure:

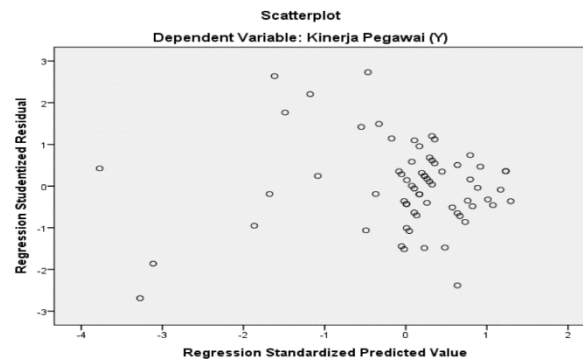


Figure 3. Heteroscedasticity Test Results

Source: Data Processing Results with SPSS Application Version 24.0 (2025)

The scatterplot image of the results of the heteroscedasticity test above explains the following explanation:

- 1) The 67 data points are spread above and below or around the 0 line.
- 2) Data points do not gather in one area only.
- 3) The distribution of data points does not form a pattern of spreading out and then getting smaller and vice versa.
- 4) The distribution of data points does not form a particular pattern.
- 5) The distribution of data points has spread evenly. random.

Therefore, it can be implied that this regression model does not have heteroscedasticity constraints and is homoscedastic. Furthermore, the Glejser test was used to determine heteroscedasticity constraints. The purpose of this study was to ensure that this regression model was completely free from heteroscedasticity constraints. The basis for the decision to test heteroscedasticity using the Glejser test was as follows:

- 1) If the significance value is greater than 0.05 then heteroscedasticity does not occur.
- 2) If the significance value is not greater than 0.05 then heteroscedasticity occurs.

The results of the heteroscedasticity test with the Glejser test using the SPSS application can be seen in the table below:

Table 9. Results of Heteroscedasticity Test with Test Glacier

Coefficients^a			
	<i>Model</i>	<i>t</i>	<i>Sig.</i>
1	(<i>Constant</i>)	5,476	0,000
	Work Quality (X1)	-1,337	0.186
	Work Ability (X2)	-1,034	0.305

a. Dependent Variable : ABSOLUTE_RESIDUAL

Source: Data Processing Results with SPSS Version 24.0 Application (2025)

In the table above, the results of the Glejser test can be seen that:

- 1) The significance value of the Work Quality variable (X1) is 0.186, which is above 0.05. Therefore, it is concluded that the independent variable Work Quality (X1) does not have heteroscedasticity constraints.
- 2) The significance value of the Work Ability variable (X2) is 0.305, which is above 0.05. Therefore, it is concluded that the independent variable Work Ability (X2) does not have heteroscedasticity constraints.

3. Multiple Linear Regression Test

The goodness-of-fit test used is a multiple linear regression test, which measures the influence of independent variables on dependent variables and identifies dependent variables using two or more independent variables. The multiple regression analysis formula in this study is as follows:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

The results of the multiple linear regression analysis carried out using SPSS processing can be seen in the table below. This:

Table 10. Linear Regression Test Results Multiple

Coefficients^a				
	<i>Model</i>	<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>
		B	Std. Error	Beta
1	(<i>Constant</i>)	3,689	1,209	
	Work Quality (X1)	0.120	0.037	0.280
	Work Ability (X2)	0.474	0.062	0.670

a. Dependent Variable : Employee Performance (Y)

Source: Data Processing Results with SPSS Version 24.0 Application (2025)

From results test regression linear multiple in above, then the multiple linear regression equation is obtained as following:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

$$Y = 3.689 + 0.120 X_1 + 0.474X_2 + e$$

The description of the multiple linear regression equation above is:

- 1) If everything in the independent variables is considered zero or does not exist or is not even calculated, both Work Quality (X1) and Work Ability, then Employee Performance (Y) already exists, namely 3.689.
- 2) If there is an increase in the Work Quality variable (X1) by 1 unit, then Employee Performance (Y) will increase by 0.120 units. This implies that Work Quality has a positive influence on Employee Performance, so that if the employee's Work Quality increases, then Employee Performance will also increase.
- 3) If there is an increase in the Work Ability variable (X2) by 1 unit, then Employee Performance (Y) will increase by 0.474 units. This implies that Work Ability has a positive influence on Employee Performance, so that if there is an increase in Work Ability, Employee Performance will also increase.

4. Hypothesis Testing

This hypothesis test consists of two tests: the F-test (Simultaneous Test), which measures the significance of the independent variables' influence on the fixed variables simultaneously. The t-test (Partial Test) determines the partial significance of the independent variables' influence on the fixed variables.

a. Simultaneous Test (Test F)

The F-test (simultaneous test) is conducted to determine the extent of influence of the independent variable on the dependent variable simultaneously. The steps used in this test include establishing a level of significance, with the reference point for the significance value being 0.05 or 5%, with the following provisions:

- 1) If the significance value is greater than 0.05 then Ho is accepted and Ha is rejected.
 - 2) If the significance value is less than 0.05 then Ho is rejected and Ha is accepted.
- Apart from being significant, decision making can also be done by comparing F count to F table, where:
- 1) If F count is smaller than F table then Ho is accepted and Ha is rejected.
 - 2) If F count is greater than F table then Ho is rejected and Ha is accepted.

Where:

- 1) Ho means that there is no significant influence of Work Quality (X1) and Work Ability (X2) simultaneously on Employee Performance (Y).
- 2) Ha means that there is a significant influence of Work Quality (X1) and Work Ability (X2) simultaneously on Employee Performance (Y).

Results test F Which processed can seen in the table following:

Table 11. F-Test Results (Simultaneous Test)

ANOVA ^a						
	<i>Model</i>	<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
1	Regression	954,304	2	477,152	156,023	0.000 ^b
	Residual	195,726	64	3,058		
	Total	1150,030	66			

a. Dependent Variable: Employee Performance (Y)

b. Predictors: (Constant), Work Quality (X 1), Work Ability (X 2)*Source: Data Processing Results with SPSS Application Version 24.0 (2025)*

The results of the significance value analysis obtained in the table above, the significant value of the F test that has been carried out is 0.000. This value is below 0.05 so it can be confirmed to accept H_a and reject H_o . To make this analysis is by comparing F count with F table. Based on the table above, the df1 value is 2 and the df2 value is 64. In the F table, the F table value is 5.762. The results of the F test from the table above are the resulting aF count of 156.023. This F count value is much greater than the F table value of 5.762. So accept H_a and reject H_o , then from these results it can be concluded that the regression model in this study, namely Work Quality (X1) and Work Ability (X2) simultaneously have a significant effect on Employee Performance (Y).

b. Partial Test (t-Test)

The t-test (Partial Test) aims to measure the extent to which each independent variable partially influences the dependent variable. This test is conducted using a significance level of 5% with the following conditions:

- 1) If the significance value is greater than 0.05 then H_o is accepted and H_a is rejected.
- 2) If the significance value is less than 0.05 then H_o is rejected and H_a is accepted.

Decision making can be done by comparing thitung to t tabel, where:

- 1) If ttable is smaller than tcount is smaller than ttable then H_o is accepted and H_a is rejected.
- 2) If thitung is greater than t tabel or $-t$ tabel is greater than thitung then H_a is accepted and H_o is rejected.

Where:

- 1) H_o , namely if there is no significant influence of X partially on Y.
- 2) H_a , namely if there is a significant influence of X partially on Y.

Results test t with use application SPSS can seen on the following table:

Table 12. Results of the t-Test (Partial Test)

Coefficients ^a			
	Model	t	Sig.
1	(Constant)	3,051	0.003
	Work Quality (X1)	3,214	0.002
	Work Ability (X2)	7,702	0,000

a. Dependent Variable : Employee Performance (Y)

Source: Data Processing Results with SPSS Application Version 24.0 (2025)

Table 4.22 above explains that the t-table value obtained is 1.997. The decision-making results from the t-test analysis above are as follows:

1) The Influence of Work Quality (X1) on Employee Performance (Y)

The results of the t-test show that the t-count for the Work Quality variable (X1) is 3.214, with a t-table value of 1.997, it is known that the t-count value is greater than the t-table. Then accept H_a and reject H_o . The significant value of t for the Work Quality variable (X1) is 0.002, where this value is far below the significant limit of 0.05, so accept H_a and reject H_o . Thus, the results of this test have an equation, namely t-count is greater than t-table and significantly less than 0.05.

So it can be seen that there is a significant influence of Work Quality (X1) on Employee Performance (Y) partially.

2) The Influence of Work Ability (X2) on Employee Performance (Y)

The t-test results show that the t-count for the Work Ability (X2) variable is 7.702, with a t-table value of 1.997, so the t-count value is greater than the t-table and accept H_a and reject H_o . The significance value of the t-table variable for Work Ability (X2) is 0.000. This value is far below the significance threshold of 0.05. So accept H_a and reject H_o . So with this, the equation is obtained that the t-count is greater than the t-table and significantly less than 0.05. From this, it can be seen that there is a significant influence of the Work Ability (X2) variable on Employee Performance (Y) partially. The results of this t-test also explain that the most dominant or most influential variable on the Employee Performance (Y) variable is the Work Ability (X2) variable. Because this variable has a larger t-count value of 7.702, then the next influential variable is the Work Quality (X1) variable which has a t-count value of 3.214.

5. Determination Test

The determination test plays a role in determining the model's ability to explain the dependent variable. Furthermore, this test can also be used to determine the strength of the relationship between the independent variables and the dependent variable. If the determinant (R^2) is closer to 1 (one), then the independent variable has a significant influence on the dependent variable. The level of influence of the Work Quality (X1) and Work Ability (X2) variables on the Employee Performance (Y) variable can be seen in the following results:

Table 13. Determination Test Results

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	0.911 a	0.830	0.824	1.74878

a. Predictors: (Constant), Work Quality (X 1), Work Ability (X 2)

b. Dependent Variable : Employee Performance (Y)

Source: Data Processing Results with SPSS Application Version 24.0 (2025)

The results of the determination test that has been carried out attached above are known that the adjusted R Square value obtained is 0.824 and is called the coefficient of determination, this identifies that 82.4% of employee performance can be obtained or explained or influenced by work quality and work ability. While the remaining 17.6% has the possibility of being obtained or explained or influenced by other factors or variables outside the model. In addition, this test shows the R value of 0.911. The R value explains the relationship between Work Quality (X1) and Work Ability (X2) on Employee Performance (Y). This indicates that the relationship between Work Quality (X1) and Work Ability (X2) on Employee Performance (Y) is very close or very strong. This is because the R value is at an interpretation value of 0.8 - 0.99. Because the value of 0.8-0.99 indicates that the greater the R value, the closer the relationship or relationship between the independent variable and the dependent variable.

CONCLUSION

Based on results testing And analysis data Which has done, so several conclusions can be drawn as a result of the research as follows following:

1. Work Quality has a partial positive and significant effect on the Performance of Millennial Employees of the Binjai City Government Education Office .
2. Work Ability partially has a positive and significant effect on the Performance of Millennial Employees of the Binjai City Government Education Office .
3. Work Quality and Work Ability simultaneously have a positive and significant effect on the Performance of Millennial Employees of the Binjai City Government Education Office .

Based on the research results that have been obtained, the researcher has put forward several suggestions, namely:

1. The Binjai City Government Education Office is advised to pay attention to and monitor the work quality of millennial employees to ensure they maintain high levels of performance, achieve agency goals, and complete tasks to the best of their ability within assigned deadlines. The recommended approach is to utilize a digital monitoring system, such as an internal dashboard, to monitor employee performance and conduct regular evaluations.
2. It is recommended to the Binjai City Government Education Office to pay attention and develop the work skills of millennial employees so that millennial employees can complete the tasks given and currently technological developments are increasingly sophisticated and updated, so that millennial employees must be able to adapt to the sophistication of the technology because the sophistication of the technology can be useful for millennial employees in completing various varied tasks for the effectiveness of task completion. The recommended way to be able to pay attention and develop employee work skills is to identify training needs for employees so that it can be known what skills are needed by employees that are appropriate to encourage the completion of employee tasks and or work and create a culture of *self-learning* for millennial employees so that employees can continue to develop.
3. It is recommended that the Binjai City Government Education Office pay attention to and monitor the development of the work quality and work capabilities of millennial employees so that millennial employees consistently maintain the quality of their work and work capabilities so that they continue to have good performance. The recommended method is to conduct a structured and scheduled performance evaluation of millennial employees and provide *rewards* or compensation directly or indirectly so that the performance of millennial employees is more appreciated .

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