The Influence of Work Motivation, Entrepreneurship Knowledge and Advocate Independence on Advocate Performance

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This study aims to analyse the influence of advocate's work motivation on advocate performance partially, knowledge of entrepreneurship of advocate on the partial advocate of performance, independence of advocate work on partial advocate performance, and advocate work motivation, knowledge of entrepreneurship of advocate and independence of advocate work simultaneously. The population of this research is Law Firms that exist in all the Greater Jakarta area. While the sample is 25 per cent of the existing Law Firm, then Obtained 123 Law Firms. In general, there are two divisions of the Legal Firm, namely division of litigation and non-litigation division. Thus Spake Obtained the number of units observed is as follows: 2 x 123 = 246 units. The research is Quantitative analysis method using multiple linear regression analysis, Followed by determination analysis (R Square) partial hypothesis testing (T test) and simultaneous (F test) with alpha 5 per cent (0.05). Before further analysis, the data quality and classical assumption test were conducted—analytical tools using SPSS version 23.0 for Windows. The result of the research shows that the work motivation of advocate has an effect on the performance of advocate partially, the knowledge of entrepreneurship of the advocate has an effect on the performance of the advocate partially; the advocate's independency has an effect on the advocate's performance; and the advocate's work motivation, knowledge of entrepreneurship and independency of advocate influence on the advocate's performance simultaneously at the advocate's office Law Firm in Jabodetabek Data quality and classical assumption test were conducted.

Introduction

It could be argued that human resources (HR) is the first and foremost factor in an organisation. If a company does not have natural resources, but it has educated, skilled, disciplined, diligent, hardworking, and loyal human resources to his ideals, the company will achieve enormous progress.

Fundamental aspects of management related to human resources are aspects of performance. The purpose of the organisation will be able to be realised if every member of the organisation can work hard and keep good performances, the company can be run effectively and efficiently.

Performance includes several grades of success for both organisations and individuals. Factors that affect performance in accordance with Robbins (2003) said that performance is a function of ability, motivation, and opportunity. This formula also implies that the performance may be affected by the knowledge of entrepreneurship (Al-shami et al., 2019).

Thus it can be said that entrepreneurial knowledge is a function of work motivation of advocates and advocates independence, while the advocates of performance is a function of work motivation, knowledge of entrepreneurship, and independence advocate (Hashemian & Farhang-Ju, 2018).

Based on observations and the search for a law firm, then the phenomenon of issues related with work motivation, knowledge of entrepreneurship, independence, and performance could be defined as follows: (1) work motivation, independence, and performance of advocates are far low from the expectation; (2) services oriented to clients is far low from satisfaction; (3) working procedures that have not been based on the quality standards of the profession, as indicated by the amount of work that was not completed on time and still use pragmatic ways because they lack entrepreneurial knowledge that is the basis of innovation; and, (4) the low level of entrepreneurial knowledge of employees to the organisation shown by the high turn over (Shahbakhsh et al., 2019).

This phenomenon indicates that the condition of the performance of advocates is still low. To provide a solution for improving the performance of law firm needed a scientific assessment that can provide a solution for improving the organisation's performance by increasing the factors that affect the proper performance of the organisation as well (Abishov et al., 2018).

This study focused on efforts to fill the gaps in explaining the factors which determine the work motivation, knowledge of entrepreneurship, independence, and performance of advocates. The study was conducted in Jabodetabek (Jakarta, Bogor, Depok, Tangerang, and Bekasi) with the reason that the areas are representative because they have a level of complexity of the legal

issues higher compared than other cities in Indonesia. Based on the background of the problems of the objectives of this study are:

1) analysing the effect of work motivation advocate on advocate performance partially;

2) analysing the effect of entrepreneurial knowledge advocates on advocate performance partially;

3) analysing the effect of the performance of advocates on independence advocates partially; and,

4) analysing the effect of work motivation advocate, advocate enterprise knowledge, and independence advocates on advocate performance simultaneously.

Literature Review

Advocates Performance (Y)

Ivancevich (1989) says that the performance is the series of management activities that represent how far the results have been achieved in carrying out their duties and responsibilities in the form of public accountability either success or shortcomings that occur, both the organisation and the individual.

Kotter (1997) distinguished the type of performance, namely (1) economic performance, resulting in a strong work ethic and quality, and (2) superior performance, producing a superior product. Where the quality of work can be measured if the work activities can be carried out efficiently and effectively to produce quality work ethic as well as producing a superior product. In connection with the assessment of performance, according to Darma (2000) mentioned that an effective performance appraisal could simultaneously affect two things: productivity and quality of work.

To assess the performance of lawyers, necessary steps are as follows: (1) define the work; (2) assess the performance of; and (3) provide feedback, and their obvious accountability (Dessler, 1998).

From the description of the theory above can be concluded that the lawyer's performance, which is a series of achievements of the work of a lawyer to conduct business, both in the productivity development and of and organisational success organised accordance with its authority and responsibilities. Indicators include (1) moral; (2) the quality of work; (3) a superior product; (4) the success; and (5) accountability. There are six indicators that can be used as a measure for assessing the performance of an advocate, namely: 1) quality; 2) quantity; 3) timelines; 4) cost effectiveness; 5) need for supervision; and, 6) interpersonal impact.

Work Motivation Advocate (X1)

Motivation includes some other terms that describe the influences on the energy and direction of our behaviour to the needs, interests, values, and attitudes aspirations and impulses, the needs, interests, values, and attitudes towards the activities or events, Gage (1998).

Terry (2010) argued that motivation makes a person complete the job with enthusiasm because that person wants to do. Robbins (2010) brought his opinion that the motivation is defined as a willingness to issue a high level of effort for the organisation's goals, conditioned by the effort's ability to meet the individual needs of something. If a person is motivated, so someone will try mightily, and besides that, it is should also be noted the quality and the effort and intensity.

Motivation is the fundamental impulse that drives a person to behave, to do something that fits the impulse within him. Motivation can also be interpreted as a process that tries to influence people or people who are led to do the work that is desirable under the specific objectives. Thus the advocates work motivation is a process that is done to move an advocate, and their behaviour can be directed at the real efforts that have been set.

Referred to work motivation advocate is an energy patriotic of advocates who emerged from the inner (intrinsic motivation) and outside (extrinsic motivation) in researching his life to search for the essential values that the ideals of life is based upon belief and temperament sublime to achieve goals which are expected. As for the indicator: (1) dare to behave; (2) have autonomy; (3) have the capability to realise something.

Enterpreneurial Knowledge Advocate (X2)

A person who has capability has two fundamental concepts, including knowledge and skill. The meaning of knowledge is an understanding of the realisation of the human mind to a particular object, while skill is the ability to influence others in a similar organisational structure. That is, the skill is the embodiment and its concept of knowledge and an appearance in the form of the implementation process (Mc Knight, 2000).

Knowledge is information that can change something or someone. Therefore, knowledge is a source of answers to questions that arise in life, and every kind of knowledge is basically to answer certain types of questions asked. Knowledge has two aspects in detail, namely the spiritual aspect as intuitive knowledge which is also the antithesis of sensing and rational aspects defined as the knowledge of logic. Knowledge has three domains, including cognitive, effective, and psicomotoric.

Knowledge can be obtained by expressing the ability of thought combined with scientific principles, to realise a theoretical understanding that is ready to be implemented in the life concerns to the discipline. Through the development of the idea can be realised through the development of knowledge of the basic concepts.

Armstrong (1996) stated that in the cognitive domain in accordance with the theory of "taxonomic of educational objective". There are six levels of cognitive complexity and consists of: (1) knowledge includes the memory of something that has been learned then repeated and known back; (2) comprehension is an understanding that includes the ability to translate, interpreted a sense of the material being studied; (3) application that includes a variety of things that needed to transfer the knowledge and implement something that has been understood; (4) analysist which is the ability to assess and analyse trends to a problem which is then formulated; (5) synthesis which is something that is needed in forming a conclusion with a pattern of development; and, (6) evaluation is an effort that is required to develop a statement or opinion on certain things regarding the values and mission.

Furthermore, entrepreneurship can be interpreted as an attempt to value creation through business opportunities, proper risk management decision for the occasion, and through communication skills and management expertise in mobilising human, financial and material resources to produce a good project. In other words, entrepreneurship is the process of doing something new (creative) and do something different (innovative), which aims for the creation of wealth for people and add value to the community (society).

Dollinger (1999) defined entrepreneurship as the creation of an organisation (network organisations) an innovative economy that aims to get added value to have initiatives or developments in conditions of risk and uncertainty. Self-employed means that the ability to create employment for himself and others, the aims for earnings to meet the needs of his own life and society in general (Amir, 2000).

Griffin (1996) said that entrepreneurship is someone who is doing business, being able to take risks and opportunities, and also able to create speculation for business. An entrepreneur in doing business should have several characteristics, among others including the ability (skill), the excess carry out control, is able to build his business, like the challenges, has aspects, able to generate a lot of money, have few alternative options and are ready to take the right alternative decision.

From the clear understanding that as an advocate is required to assess the potential and appropriate business opportunities, as well as managing resources and funds either through the right decisions that influence the profitability. In other literature mentioned key characteristics that have possessed an entrepreneurial spirit, which is high achievement motivation, taking

calculated risks, internal locus of control is high, innovative, tolerant of ambiguity and vision (Deakins, 1999).

Thus the meaning of entrepreneurial knowledge is the totality of what is known about various information organised through cognitive rationally and logically in running the business indicators. Aspects of knowledge consist of definitions, concepts and terms. While the entrepreneurial aspects are value added, taking risks, doing business, and the creation of jobs.

Independence of Advocates (X3)

Independence can be interpreted as an own attempt covering all aspects of the requirements would be met without having to rely on others. Self-reliance by Varner and Beamer (1995) is the ownership of a value in a person that leads to maturity, so she was able to face the competition.

In connection with the above description, Covey (1994) asserted that true independence is a character that will give strength to act, especially in the face of challenges, so it is not being subjected to the action itself. Self-reliance has two forms of thought and action. A leader, according to Chutterbuck (1994), needs to show himself independent. Independent thinking will lead him to a different perspective on the strategy to determine priorities. Independent action means that a leader does not have a conflict of interest to the company.

The independence of efforts by Amir (2000) in advance can be observed on the independence of a person in his role as an entrepreneur, which means to create new jobs for themselves, do not depend on others (independence) as well as a master of themselves and for others work with it.

Furthermore, Maryanto (1996) tried to formulate that independent businesses are also interpreted as an attempt which is the ability to move forward, ready to cooperate with the other party and administration have an entrepreneurial spirit that is great to make a breakthrough, it means someone who is self-employed is identical with willingness to hone the creativity themselves towards innovative thinking. Sukamdyo (1999) believed that to achieve business independence required an ability to understand something both technically and analytically.

This is the power of self-independence efforts in an attempt to create new jobs without having to depend on other people, ranging from generating ideas, set goals, to the satisfaction of achievement. The indicators are freedom of thought; the couragement to face the challenges; maturity; and the skill of determining priorities.

Conceptual Framework

The pattern of the relationship between independent variables and the dependent variable

Figure 1. Conceptual Framework
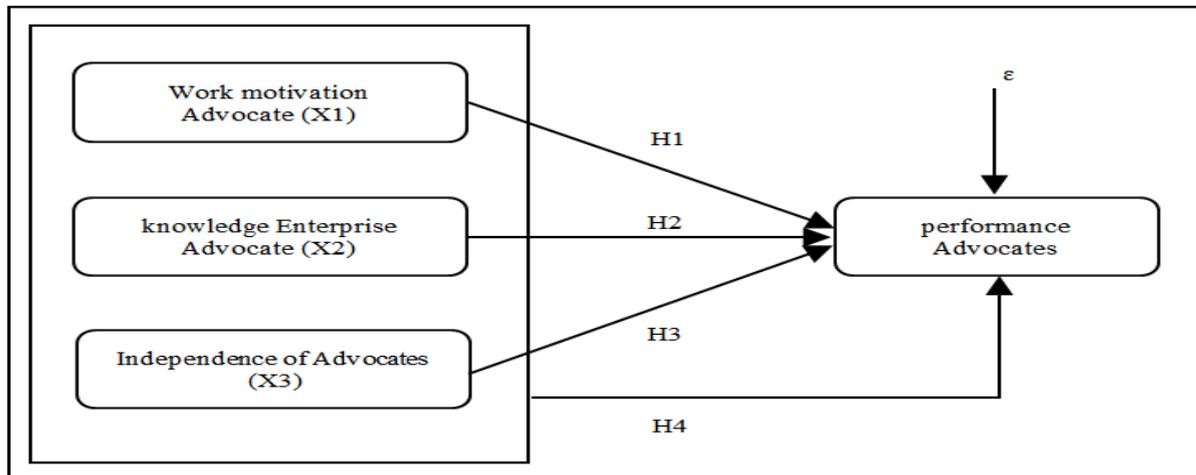
Based on the theoretical framework and frame of mind, it can be arranged hypothesis of the study as follows:

H1. Work motivation advocate affects on the performance of advocates
H2. Knowledge of entrepreneurship advocate affects on the performance of an advocate.
H3. Independence of lawyers affects on the performance of an advocate.
H4. Advocates work motivation, entrepreneurial knowledge, and self-advocate lawyers together affect on Performance Advocates.

Methods

The aim of this study was to determine the relationship between performances of an advocate with the factors that influence it in more detail. , The operational purpose of this study, was to reveal the relationship between:

1) work motivation advocate with the performance of an advocate;
2) advocate entrepreneurial knowledge with the performance of an advocate;
3) advocate the independence of the lawyer's performance; and,
4) work motivation advocate, advocate entrepreneurial knowledge and independence advocates together with the performance of an advocate.

The research unit is law firms that exist throughout the Greater Jakarta area. While its sample is 25 per cent of the existing law firms, then gained 123 Law Firms. In general, there are two

divisions in the law firms: Division of litigation and Non-litigation division. Thus the number of units obtained were observed as follows: 2 x 123 = 246 units.

To get quality results and good quality for granted if a series of studies conducted should be useful as well. Careful planning is necessary, and the tools used must also be in good condition. Therefore, often before the research is conducted, first conducted research testing tools are used first. This is done so that the data obtained are valid and reliable.

Validity test used to measure whether legitimate or valid questionnaires. A questionnaire considered valid if the questions in the questionnaire were able to reveal something that will be measured by the questionnaire (Ghozali, 2012). The statistical testing refers to the following criteria:

- r-count <r critical it is invalid
- r-count> r critical then valid

Reliability is a value that indicates a measure of consistency in measuring the same symptoms. Reliability indicates the extent of a measuring instrument can be trusted and relied upon. Reliability is a tool to measure a questionnaire which is an indicator of variables constructs. A questionnaire said to be reliable or reliable if someone answers on the statement are consistent or stable over time. A construct or a variable is said to be reliable if the value of Cronbach Alpha> 0.60 (Nunnaly in Ghozali, 2012).

To obtain more accurate results in the multiple regression analysis performed classical assumption test for the results obtained a regression equation that has the properties of Best Linear Unbiased Estimator (BLUE). The test of whether there was a classical violation assumption is the basis for multiple linear regression model as a tool to analyse the influence of the variables under study consists of normality test, multicollinearity, and heterokedastisitas.

Normality test aims to test whether the regression model or residual confounding variables have a normal distribution. As it is known that the t test and F test assume that the values of the residuals follow a normal distribution (Ghozali, 2012). , The basis for decision making can be based on probability (Asymtotic Significance), namely:

- If the probability >0.05 the population distribution is normal
- If the probability <0.05, the population distribution is not normal

Multicollinearity test aims to test whether the regression model found a correlation among the independent variables (independent). A good regression model should not make a correlation between the independent variables (Ghozali, 2012). How are commonly used to detect the

presence or absence of multicollinearity is to use the Variance Inflation Factors (VIF). According to Ghozali (2012), if VIF is less than ten, then the data there is no multicollinearity.

Then heteroskedasticity test aims to test whether the regression model occurs residual inequality variance from one observation to another observation. A good regression model is that homokedastisitas or not happen heteroscedasticity (Ghozali, 2012). The fundamental analysis to detect the presence or absence of heterokedasitas can be seen as follows:

- if there are certain patterns, such as dots that no specific form regular patterns (wavy, widened and then narrowed), there have been heterokedastisitas; and
- if there is no clear pattern, as well as the points spread above and below zero on the Y axis, it does not make heterokedastisitas.

This study using multiple linear regression analysis, the equation: where Y is the variable advocate performance, β1, β2 danβ3 Advocate work motivation variable coefficients (X1), Knowledge Enterprise Advocate (X2) and the independence of lawyers (X3). Data analysis tool application program used SPSS version 23.0. Then it is followed by analysis analysis analysis test of determination (R Square), partial hypothesis testing (t-test), and simultaneous (test F) the error tolerance level of 5 per cent .$Y = a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$

Results

Description of Respondents Answers

Based on respondents' answers can be given a picture or description of the variables associated with the focus on discussion where the picture can be described as follows.

1) Based on the scores and the percentage of the total contribution for work motivation variable Advocates can provide a picture that scores Advocates Work Motivation is very high in the category. It is explained that of respondents rating it is known that the condition or state of Advocates Work motivation is good.
2) Based on the scores and the percentage contribution of total variable Advocate Enterprise Knowledge can give you an idea that the Advocates Enterprise Knowledge score in the category very high. It is explained that the respondent's assessment showed that the condition of the Advocate Entrepreneurship Knowledge is good.
3) Based on the scores and the percentage of the total contribution to the variable Independence Advocates can provide a picture that Advocate Independence score in the category very high. Who explained that the assessment of respondents' Independence Advocates good condition.

4) Based on the scores and the percentage of the total contribution to performance variables, Advocates can give you an idea that the Advocate-performance score in the category very high. The respondent's assessment showed that the conditions of the Advocate-performances are already good. This means that the performance of lawyers above can be said to be effective from performance criteria or her work in carrying out the duties carried to achieve the program objectives of the organisation where he works.

A multiple linear regression model is good and can be forwarded to the next analysis is eligible classical assumptions, including all the data, were normally distributed, the model should be free of heterokedastisitas and there is no correlation between the independent variables. The following will explain the classical assumption test results.

From the results of tests performed using SPSS version 23.0 as a tool in this study showed that data in this study with normal distribution, it is evident from the results of significant value (Asymp. Sig 2-tailed) is greater than 0.05, namely (0.360> 0.05) so that it can be concluded that the data in this study normal distribution.

Then multikolinearitas Tolerance value calculation result showed that there is no independent variable that has a value of Tolerance is less than 0.10, which means there is no correlation between the independent variables. In addition, also the result of the calculation of Variance Inflation Factor (VIF) also shows the same thing no one independent variable which has VIF more than 10. It can be concluded that there is no multicollinearity between independent variables in the regression model.

Further test results heterokedastisitas known scatterplots seen that the dots spread randomly and spread both above and below the number 0 on the Y axis, it can be concluded that there is no heterokedastisitas in regression models, so the regression model proper to be used to predict the use of services accommodation based on the input of independent variables.

Based on the testing of some of the assumptions that have been made evident that the model equations are proposed in this study meets the requirements of the classical assumption that the model equations in this study are considered good. Multiple linear regression analysis is used to test the hypothesis partially and simultaneously influence the independent variable on the dependent variable. Based on the multiple linear regression coefficients with SPSS 23.0 were obtained results, as shown in Table 1 below:

Table 1: Coefficients

Model		unstandardised coefficients		standardised coefficients	t	Sig.
		B	Std. Error	beta		
1	Constant)	1,545	.6886		.224	.823
	X1_Work_Motivation_advoocate	.155	.031	.245	4,944	.000
	X2_Entrepreneurial_Knowledge_ lawyer	375	.042	.464	8938	.000
	X3_Independence_Advocate	.076	.019	.202	4062	.000

a. Dependent Variable: Y_Performance_Advocate
Sources: SPSS Output Under 23:00

From table 1 above were obtained the results of multiple linear regression equation:
$Y = \propto + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$= 1,545 + 0.155.X1 + 0.375.X2 + 0.076.X3 + e. Description
Y = Performance Advocate; X1 = Work Motivation Advocate, X2 = Entrepreneurial Knowledge Advocate; X3 = Independence Advocates. From this equation can be interpreted:
1) Work motivation variable Advocate, Advocate Entrepreneurship Knowledge, and independence advocates have toward a positive coefficient on the performance of an advocate; 2) The value of the constant shows the influence of the variables X1, X2 and X3 when X1, one unit will take effect for one unit in the variable Y.

Analysis of Determination (R2)

To view the contribution of work motivation variable influence Advocate (X1), Entrepreneurial Knowledge Advocate (X2), and the independence of lawyers (X3) on the performance of advocates can be seen from the coefficient of determination R2 as shown in Table 2 below:

Table 2: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.702a	.493	.487	4.0884

a. Predictors: (Constant), X3_Independence_Advocate, X1_Work_Motivation_Advocate, X2_Entrepreneurial_Knowledge_Advocate
b. Dependent Variable: Y_Performance_Advocate
Source: SPSS output under 23:00

The R value of 0.702 indicates a correlation double (Advocates Work Motivation, Knowledge Enterprise Advocate, and Advocate Independence) with the performance of an advocate. Taking into account variations in the value of R Square of 0.493 which indicates the magnitude of the role or contribution of work motivation variable Advocate, advocate entrepreneurial

knowledge, and self-advocate lawyers are able to explain the variable performance of 49.3 per cent and the remaining 50.7 per cent is influenced by other variables. Other variables or other factors that can affect the performances are the work discipline and morale positive and significant effect on performance (Agussalim et al. 2016).

Test Results Effect of Partial (t test) and Simultaneous Effect (Test F)

Testing the hypothesis aims to explain the characteristics of certain relationships or differences between groups or independency of two or more factors in a situation, Ali (2013). Assessment of the effect of partial aims to examine whether each of the independent variables significantly influences the dependent variable partially with = 0.05 and also the acceptance or rejection of the hypothesis. Partial test (t-test) is to answer a hypothetical one and two of this study.

Table 3: t Test Results (Partial)

Model		F	Sig.
1	(Constant)	.224	¨823
	X1_ Work_Motivation_Advocate	4,944	.000
	X2_ Entrepreneurial_Knowledge_Advocate	8938	.000
	X3_ Independence_Advocate	4062	.00

Source: SPSS output is under 23.00

1) Influence Motivation Work To Performance Advocates Advocates

From the results of the regression in Table 3 above using SPSS 23.0 figures obtained t count variable work motivation Advocate (X1) of 4.944, with significant value 0,000, because the figure significant level of <0.05 (0.000 <0.05), it can be concluded that work motivation Advocate (X1) effect on the performance of advocates (Y). This means that there is a linear relationship between Work Motivation Advocate (X1) and the performance of advocates (Y).

The results are consistent with previous research conducted by Aima (2017) where the research results show if the work motivation has a positive and significant impact on performance. Also according to Mathis (2001), the motivation may also be interpreted as a process to try to influence people or the people they lead so do the desired job in accordance with the specific objectives set out first.

The results are consistent with the results of research conducted by McClelland, Edward Murry, Miller and Gordon in Mangkunagara (2005), concluded that there is a positive relationship between the achievement motivation of achievement or performance. Advocates can work professionally because, in him, there is high motivation. That motive as the driving force that gives power to him, so he was willing to work hard.

2) Enterprise Knowledge Influence on Performance Advocates Advocates

From the results of the regression in Table 3 above using SPSS 23.0 obtained figures t variable Knowledge Enterprise Advocate (X2) by 8938, with significant value 0.000, because the figure significant level of <0.005 (0.000 <0.05), it can be concluded that the Knowledge Enterprise Advocate (X2) effect on the performance of advocates (Y). This means that there is a linear relationship between Knowledge Enterprise Advocate (X2) with a lawyer's performance (Y).

The results are consistent with some expert opinion says that there is a relationship between knowledge of entrepreneurship on performance, such as Knowledge of entrepreneurial is the totality of what is known about various information organised through cognitive rationally and logically in running the business indicators. Aspects of knowledge consist of definitions, concepts and terms, while indicators of entrepreneurship are the added value; taking risks; doing Business, and (4) creation of employment.

Associated with the performance of an advocate is a series of achievements of the work of a lawyer to conduct business, both in the development of productivity and success in marketing, in accordance with the authority and responsibility. A series of work is seen from an advocate basic ability to increase the weighting of accountability in accordance with its responsibilities and system-oriented approach. With the knowledge of entrepreneurship, advocates will keep him through the understanding of the work ethic that will display in the form of qualified labour activity.

3) Influence on Performance Independence Advocates Advocates

From the results of the regression in Table 3 above using SPSS 23.0 obtained figures t variable independence advocates (X3) of 4062, with significant values of 0000, because the figure significant level of <0.05 (0.000 <0.05), it can be concluded that the independence of lawyers (X3) influence the performance of advocates (Y). This means that there is a linear relationship between independence advocates (X3) with the performance of advocates (Y).

Independence of effort has been described as the embodiment of the self-confidence of advocates based on the belief that it has to achieve what it wanted. Advocates said to be independent if the business continues to run and evolved from their own business is done with hard work, perseverance, honesty and continuously expand its business through the works themselves. Independent businesses or resilient are those that have high competitiveness and have the ability memacahkan problem with relying on the confidence and ability alone.

To answer the hypothesis that motivation to four lawyers, advocates entrepreneurial knowledge and self-advocates influence performance simultaneously advocate can be seen from Table 4 below.

Table 4: Anova

Model		Sum of Squares	Df	mean Square	F	Sig.
1	Regression	3938.477	3	1312.826	78 542	.000b
	residual	4045.019	242	16 715		
	Total	7983.496	245			

a. Dependent Variable: Y_Performance_Advocate
b. Predictors: (Constant), X3_Independence_Advocate, X1_Work_Motivation_ Advocate,
 X2_Entrepreneurial_Knowledgement_ Advocate
Source: SPSS output is under 23.00

From Table 4 above (ANOVA table) obtained Fhitung 78 542 0,000 with significant value less than 0.05 (0.000> 0.05). Then the null hypothesis (H0) is rejected, and the hypothesis alternative (H1) is accepted, meaning that there are positive and significant influence employee motivation advocate, knowledge of entrepreneurship advocate and self-advocate on the performance of advocates together (simultaneously) at the law firm that exists throughout Jabodetabek. Thus, the fourth hypothesis can be accepted.

This research discussed performance supported by previous researches, among others: Riyanto (2017), Ansori (2017), and Paijan (2017). This research also discussed motivation supported by previous research, among others: Suharyono (2017), Prayetno (2017), Paijan (2017), Aima (2017), and Riyanto (2017).

Conclusion and Suggestion

Conclusion

Based on the results and discussion of the conclusions of this study are:

1)   Work Motivation Advocate positive and significant impact on the performance of lawyers partially. Work Motivation Advocate is a patriotic impulse that comes from within themselves (intrinsic) and outside (extrinsic) in researching his life to search for the essential values that the ideals of life-based on faith and noble character to achieve the expected goals. As for the indicator: (1) dare to behave; (2) have autonomy and; (3) ability to realise something. The better the motivation is owned by advocates will be better the performance of advocates to do the job.

2)   Enterpreneurial Knowledge Advocate positive and significant impact on the performance of lawyers partially. Advocates Entrepreneurial Knowledge consists of three domains, namely: (1) cognitive; (2) effective, and (3) psicomotoric. The better the entrepreneurial knowledge possessed by an advocate will be able to increase the performance of advocates to do the job.

3)   Independence advocates a positive and significant impact on the performance of lawyers partially. Self-reliance is the power in an attempt does not depend on others, ranging from creating ideas, set goals upon the achievement of satisfaction, with indicators: (1) freedom of thinking; (2) the courage to face the challenges; (3) maturity, and (4) the skill determine priorities. The higher the independence sought owned by an advocate, it will be possible for advocates to be able to improve its performance.

4)   Work motivation advocate, advocate entrepreneurial knowledge, and independence advocates a positive and significant impact on the performance of advocate simultaneously at the law firm that exists throughout the Greater Jakarta area. The better the motivation is owned by advocates, and supported by Knowledge Enterprise Advocate independent and robust advocate is high, the more it will affect the performance of an advocate.

Suggestion

1)   For comparing and reinforcing the theory of the effects among the variables studied, or research must be done on review of other law firms outside Jabodetabek or another law firm that has the characteristics of behaviour and organisational culture that is different from law firm environment organisations that have been studied.

2)   Other variables need to be learnt more, that can significantly impact the performance of the Advocate Law Firm environment. To formulate another model in solving problems associated with increased knowledge and improved performance Entrepreneurship Advocate advocates.

3)   Further studies are necessary to use or add other indicators, and also be able to use different concepts. As for the other factors that affect the performance of office of advocate in addition to the variables in this research, such as: variable competitive strategy, strategic partnerships, the source of excellence, learning organisation, organisation innovation, and others, because it is expected to study other factors, so that performance can be further enhanced advocates and science development will continue.

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