

## Effect of Competence And Work Motivation on Employee Performance PT. Rotella Mandiri Persada Perbaungan

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### ABSTRACT

*This study aims to Determine the effect of work competence and motivation on employee performance at PT. Rotella Perbaungan Mandiri Persada. The research method used in this study is a quantitative method. Quantitative Methods is a research method that aims to describe what happens to the object with an effort to describe, record, analyze and interpret existing data. The population in this study were all employees of PT. Rotella Perbaungan Persada Mandiri totaling 55 people, while the sample is the entire population. Sampling uses a saturated / roomates census sampling technique uses the entire group of research of data in the population as research elements and subjects. The statistical test used is using the classic assumption test, hypothesis testing, multiple linear analysis, correlation coefficient and determinant coefficient. The results of this study indicate that partially a significant influence on competence on the performance of employees of PT Persada Mandiri .otella Perbaungan of tcount7,921> TTable 1,674. Partially significant influence between work motivation on employee performance thitung2,329> t table1,674. The significant effect between competency and work motivation on employee performance simultaneously is the value of Fcount 31.625> Ftable 3.18. And R-square of 0.549% and 45.1% is influenced by other factors.*

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## 1. Introduction

Many organizations and companies are successful because therein have an individual or a qualified employee. One of the factors affecting the level of success of an organization is the employees' performance. As stated by Sudarmanto (2014) "The success of an organization supported by the human resources that have good performance". Performance can be measured if an employee or group of employees have performance criteria or parameters set by the organization. One of the company's efforts in maintaining the performance of employees is a way to fulfill the rights of employees, which is one important factor to obtain optimal results PT. Mandiri Persada Rotella Perbaungan a Honda dealer company which is located on Jl. Serdang No.161 Perbaungan. The good performance is an important thing to be achieved by each company included in PT. Rotella Persada Mandiri, because performance is a reflection of the company's ability to manage and allocate employees, therefore the performance of the employees have a very important influence for the continuity of the company's activities and influence to the process of achieving the goals of the company. But with the modern world, the necessary competence and a great motivation for employees. Where the changes such as the introduction of new technologies, especially in the automotive sector in PT. Rotella Mandiri Persada Perbaungan Honda dealer as to improve performance in order to compete with other Integration.

## 2. Theory

### 1) Competence

According to Edison et al (2016) Competence is the individual's ability to perform a job properly and has the advantage that is based on matters concerning the knowledge, skills, motives.

According to Boyatzis (2016) argues that: "Competence is the capacity of the employees, which leads to behavior that matches the demands of work and in accordance with the statutes of the

organization, which in turn will bring the results that diinginkan. Dengan other words competence are things that can help somebody to do a good job.

Dimensions and indicators within the competence which is used as the operationalization of the variables are described as follows:

- Knowledge
- Expertise / Skills
- motive
- Nature

## 2) Work motivation

According to Pamela & Oloko (2015) Motivation is the key to a successful organization to sustain the work of the organization in a way and a powerful aid to survive. The motivation is to provide the proper guidance or direction, resources and rewards to keep them inspired and interested to work the way you want.

Opinion Flippo (Hasibuan: 2017) motivation is a skill in directing the employees and the organization in order to work successfully, so that the wishes of the employee and organizational goals once achieved. Motivation is the basic human needs and as an incentive which is expected to meet basic needs is desirable, so that if the need was there will result in the success of an activity. It can be concluded that the motivation is encouragement or incentive that makes somebody do the work he wants to willingly without being forced to do work that can work well or produce something satisfying.

Dimensions and indicators used in the work motivation as the operationalization of the variables are described as follows:

- Physical needs.
- Security
- Social
- appreciation
- Self-actualization

## 3) Employee performance

Meanwhile, according to Mulyadi (2015) defines performance as the work achieved by the workers or employees in quality and quantity in accordance with their duties and responsibilities. According to Robert (kaswan: 2017) is a performance level of employee contributions made to the work unit's goals and the company / organization as a result of his behavior and the application of skills, abilities and pengetahuannya. Dapat concluded that the performance is the level of success achieved by an employee in his work, which includes seen how the quality and quantity of an employee in doing a job.

Dimensions and indicators in the performance of employees is used as the operationalization of variables described as follows

- Quality
- Quantity
- Responsible
- Cooperation
- Initiative.

## 3. Research methods

The research method used is quantitative method. Collecting data using research instruments, quantitative data analysis / statistics with the aim to test the hypothesis that has been set. The variables in this study competence (X1) and motivation (X2) and employee performance (Y). While the object of research are all employees of PT. Rotella Perbaungan Mandiri Persada.

The research was conducted at the office of PT. Rotella Mandiri Persada is located in Jalan Serdang No.161 Perbaungan City. The research was conducted in March and August 2019. Data analysis techniques used include: (1) Description of respondent data (2) Classical Assumption Test including normality test (3) Testing Hypothesis. Hypothesis testing to determine whether there is a relationship between the independent variable on the dependent variable.

## 4. Results and Discussion

### 1) Hypothesis Testing Results

#### a. Coefficient of Determination and Correlation Coefficient

Analysis of determination in linear regression is used to determine the percentage contribution of the influence of the independent variables ( $X_1$ ,  $X_2$ , ...  $X_n$ ) simultaneously on the dependent variable ( $Y$ ). This coefficient shows how much percentage of variation of the independent variables used in the model is able to explain the variation of the dependent variable.  $R^2$  value equal to 0 means no influence of independent variables on the dependent variable. Instead  $R^2$  value equal to 1, then the influence of the independent variable on the dependent variable was perfect (Priyatno, 2010).

**Table 1**  
Value Coefficient of Determination and Correlation Coefficient  
**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,741a	,549	,531	2.64350

a. Predictors: (Constant), Motivasi\_kerja, Competence

b. Dependent Variable: Kinerja\_karyawan

Sources: Primary data is processed in 2019

From the above table showed the following results:

- 1) Value Coefficient of Determination ( $R^2$ ) of 0.549 means that the Employee Performance influenced by competence and work motivation, by calculating the coefficient of determination (KD).
- 2) Score The correlation coefficient ( $R$ ) of 0,74 showed a strong relationship between competence and motivation on employee performance PT.Rotella Persada Mandiri Perbaungan.
- 3) The figure has a purpose that Competence ( $X_1$ ), and work motivation ( $X_2$ ), effect on Employee Performance ( $Y$ ) simultaneously at 54.9%. While the remaining 45.1% is influenced by other factors not examined in this study.

#### b. Test Results f

F test is used to determine whether the independent variables ( $X_1$  and  $X_2$ ) are jointly or simultaneously significantly influence the dependent variable ( $Y$ ).

**Table 2**  
Simultaneous Hypothesis Testing  
**ANOVA<sup>a</sup>**

Model		Sum of Squares	Df	mean Square	F	Sig.
1	Regression	442,000	2	221,000	31,625	,000b
	residual	363,381	52	6,988		
	Total	805,382	54			

a. Dependent Variable: Kinerja\_Karyawan

b. Predictors: (Constant), Competence, Motivasi\_Kerja,

Sources: Primary data is processed in 2019

Fhitung value obtained was 31.625 while the value of F table = 3.18. The amount of F table can be searched at an alpha level of 5% with DF1 or numerator df (horizontal) 2 and DF2 or denominator df (vertical) 52 is equal to 3.18. Because the value of  $F > F$  table ( $31.625 > 3.18$ ), then  $H_0$  rejected and  $H_1$  accepted. This means that the hypothesis is accepted, that is: There is a positive and significant influencesimultaneously or jointly between Competence ( $X_1$ ), and work motivation ( $X_2$ ) the Employee Performance PT.Rotella Perbaungan Mandiri Persada ( $Y$ ).

#### c. T Test Results

The t-test was used to determine whether the independent variable in the regression model ( $X_1$  and  $X_2$ ) partially significant influence on the dependent variable ( $Y$ )

**Table 3**  
Hypothesis Testing Partial  
**Coefficients<sup>a</sup>**

Model	Coefficients unstandardized		standardized Coefficients	T	Sig.
	B	Std. Error	beta		
1 (Constant)	14.883	8.760		1.699	,095
Competence	,785	,099	,763	7.921	,000
Work motivation	,146	,110	,128	2,329	,004

a. Dependent Variable: Employee Performance

Sources: Primary data is processed in 2019

According to the table above, showed the following results:

- 1) T distribution table at  $\alpha = 5\%$  with degrees of freedom with a significance level of 0.05 and degrees of freedom (DK) provided  $DK = n-2$ , or  $55-2 = 53$ , the figures obtained t table of 1.674
- 2) SPSS output obtained from the results of t-test result variable (X1) of 7.921 and (X2) amounted to 2,329
- 3) Based on the results obtained figures X1 variable calculation t arithmetic amounted to  $7.921 > 1.674$  t table so that  $H_0$  rejected and  $H_1$  accepted. That is partially Competence significant effect on employee performance PT.Rotella Persada Mandiri Perbaungan.
- 4) Based on calculations for variable X2 obtained figures amounted to 2,329 t count  $>$  t table 1674 so that  $H_0$  rejected and  $H_1$  accepted. This means working motivation partially significant effect on employee performance PT.Rotella Persada Mandiri Perbaungan.

#### **d. analysis Regression linear Regression**

In the column (Coefficients unstandardized)  $\beta$  section on the first line obtained multiple regression model. The function of the resulting regression equation includes only the set of independent variables (X1 and X2) that influence the dependent variable (Y) is positive and significant based on the partial test (t-test) which had dilakukan. As for resulting regression equation is as follows:

$$Y = 14.883 + 0.785 X1 + 0,146 X2$$

Based on the above equation can be demonstrated that:

Competence regression coefficient (X1) of 0.785 with the Sig. less than 0.05 ( $0.00 < 0.05$ ) means that if another independent variable value is fixed while the competence rose 1 point, the performance of employees will be increased by 0.785.

Work Motivation regression coefficient (X2) amounted to 0,146 with the Sig. less than 0.05 ( $0.04 < 0.05$ ) means that if another independent variable value is fixed while the motivation to work increased 1 point, the performance of employees will be increased by 0,146.

## **5. Conclusion**

- 1) No influence signifikan between competence and motivation on employee performance PT.Rotella Persada Mandiri Perbaungan concurrently or simultaneously.
- 2) No influence signifikan between competence and motivation on employee performance PT.Rotella Persada Mandiri Perbaungan partially.
- 3) The results of the analysis terhadap 55 employees as research samples obtained by the coefficient of determination (R square) of 0.549 while the remaining 45.1% influenced by other factors not examined in this study.

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