The Influence of Competence and Work Motivation on Employee Performance at the Health Sub-department of the City of South Jakarta Administration

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Abstract

The public's need for better, friendlier, and higher quality health services is increasing. Seeing conditions like this, of course, hard work is needed in an effort to reduce the mortality rate, including improving the skills of health workers in handling children under five, especially midwives and nurses at the puskesmas as the front line of service providers. Thus, the South Jakarta City Administration of Health Sub-Department is required to be able to show quality performance that is in accordance with community expectations and in line with the development of medical science and technology. To be able to improve good performance and at the same time meet the demands of the community, each employee must have adequate capabilities in accordance with their respective fields of duty. In other words, every employee, both medical (doctors), paramedics (midwives/nurses) and administrative personnel must have. by employees or human resources who have competence. Paramedics (midwives/nurses) as well as administrative staff must have. Likewise, the health service provider agency (South Jakarta City Administration Health Sub-dept.), in providing health services to the community has been supported by competent employees or human resources.

Keywords:*health, city administration, work motivation*

INTRODUCTION

Law of the Republic of Indonesia Number 36 of 2009 concerning Health, in Article 17 Paragraph 1 states that the government is responsible for the availability of access to information, education and health service facilities to improve and maintain the highest level of health. In addition, Article 168 states that in order to carry out effective and efficient health efforts, health information is needed which is carried out through an information system and through cross-sectoral collaboration. Data and information are very strategic resources for an organization that implements modern management principles. In the health sector, the need for evidence-based data and information is very large for program operations. The health profile is a relatively comprehensive package of data and health information presentation. The health profile contains data and information on: health status, results of health efforts, the situation of health resources, as well as general and environmental data covering geographical, administrative, demographic and socio-economic conditions. The preparation of this year's health profile provides sex-disaggregated data.

Provision of disaggregated data is needed to obtain insight-opening information that can describe the conditions, needs, problems faced by women and men related to access, participation, control and benefits in development. The reasons behind this include Presidential Instruction No. 9 of 2000 concerning Gender Mainstreaming in all development fields, the 4th World Conference on Women in Beijing which emphasized the issue of "gender based violence", and health programs that are still gender neutral. Gender mainstreaming (PUG) is one of the development strategies carried out to achieve gender equality through integrating the problems, aspirations, needs, and problems of women and men must be included in the planning, implementation, monitoring and evaluation of all policies, programs, projects and activities in various areas of life and development. Or the purpose of gender mainstreaming is to ensure that all health policies and programs are able to create and maintain optimal health conditions, both for women and men from all general groups, in a fair and equal manner by overcoming various gender-related barriers to accelerate the achievement of the Ministry of Health's vision, namely independent community to live a healthy life.

South Jakarta as an inseparable part of the Jakarta area which is also the capital of the State of Indonesia is required to continuously develop itself in accordance with the dynamics of development that is developing and increasingly advanced, but still pays attention to the environment that is strived to remain green so that it is comfortable. In the structure of the administrative area of South Jakarta, it consists of 10 sub-districts with 65 sub-districts. Improving the quality of services for the creation of comfortable and healthy people's lives is one of the missions of South Jakarta to participate in supporting the vision of the Indonesian Ministry of Health. In the context of policy improvement programs and health management, it is necessary to have accurate, timely and complete health information as an ingredient in the decision-

making process in managing health development, as well as providing information to increase awareness at all levels of administration, particularly in the administrative city area of south Jakarta. The health information is made in the form of a health profile that can be used as a tool to report the progress of the achievement of healthy indicators and minimum service standards in the health sector. The health profile of the ethnic health department of the city of South Jakarta administration in 2013 is the result of processing health data for the period of January to December 2013 and is a description of health in the administrative city of South Jakarta. The health information is made in the form of a health profile that can be used as a tool to report the progress of the achievement of healthy indicators and minimum service standards in the health sector. The health profile of the ethnic health department of the city of South Jakarta administration in 2013 is the result of processing health data for the period of January to December 2013 and is a description of health in the administrative city of South Jakarta. The health information is made in the form of a health profile that can be used as a tool to report the progress of the achievement of healthy indicators and minimum service standards in the health sector. The health profile of the ethnic health department of the city of South Jakarta administration in 2013 is the result of processing health data for the period of January to December 2013 and is a description of health in the administrative city of South Jakarta.

RESEARCH METHODS

This research has a quantitative approach, descriptive and associative type. It is said to be a quantitative approach because the approach used in the research proposal, process, hypothesis, going to the field, data analysis and data conclusions up to the writing uses aspects of measurement, calculation, formula and certainty of numerical data. With this qualitative research approach, the researcher will make a description of the description of the object that is studied systematically, both regarding the facts, characteristics and various things related to the research theme.

This research is a descriptive research because it aims to make a hostage/painting/description of the facts and characteristics of a particular population or area in a systematic, factual and thorough manner (Ginting, 2008:55).

RESULT AND DISCUSSION

The Effect of Competence on the Performance of South Jakarta Sub-department of Health Employees

To determine the effect of competence on the performance of employees of the South Jakarta Health Service, regression analysis was used. Based on the results of calculations using SPSS Version 23.0, the following results were obtained:

Table 1. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,619a	,383	,376	5.591

a. Predictors: (Constant), COMPETENCE

b. Dependent Variable: PERFORMANCE

From the Model Summary table, it is found that the value of R = 0.619 and R Square = 0.383, indicating that 0.383 or 38.3% of the performance of the South Jakarta Health Sub-dept. of employees is influenced by the employee competency variable.

Table 2. ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1744,252	1	1744,252	55,794	,000b
	Residual	2813,617	90	31,262		
	Total	4557,870	91			

a. Dependent Variable: PERFORMANCE

b. Predictors: (Constant), COMPETENCE

In ANOVA, the value of F = 55,794 with p = 0.000. Therefore p < 0.05; then the regression can be used to predict the performance of the employees of the South Jakarta Health Sub-dept.

Table 3. Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	27,798	3,009		9,238	,000
	COMPETENCE	,619	,083	,619	7,470	,000

a. Dependent Variable: PERFORMANCE

Competence is the knowledge, skills and abilities needed by a person to work effectively in carrying out their duties. An employee at work if supported by high competence will make it easier to achieve the personal goals of employees at work and organizational goals in achieving goals. Employees who can achieve the desired goals will be able to achieve high performance.

Thus, it can be stated that the competence of employees within the South Jakarta Health Sub-

department has a positive influence on the performance of the South Jakarta Health Sub-dept., or in other words, the greater the competency of the employees built, the higher the performance of the employees of the Jakarta Health Sub-dept. South.

The Effect of Motivation on the Performance of South Jakarta Sub-dept. of Health Employees

To determine the effect of motivation on the performance of employees of the South Jakarta Health Sub-dept., regression analysis was used. Based on the results of calculations using SPSS Version 23.0, the following results were obtained:

Table 4. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,439a	,192	,183	6,395

a. Predictors: (Constant), MOTIVATION

b. Dependent Variable: PERFORMANCE

From the Model Summary table, it is obtained that the value of R = 0.439 and R Square = 0.192, indicating that 0.192 or 19.2% of the performance of the South Jakarta Health Sub-dept. of employees is influenced by the work environment variable.

Table 5. ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	877,022	1	877,022	21.444	,000b
	Residual	3680.847	90	40,898		
	Total	4557,870	91			

a. Dependent Variable: PERFORMANCE

b. Predictors: (Constant), MOTIVATION

In ANOVA, the value of F = 21.444 with p = 0.000. Therefore $p < 0.05$; then the regression can be used to predict the performance of the employees of the South Jakarta Health Sub-dept.

Table 6. Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	T	Sig.

1	(Constant)	34,337	3,415		10,054	,000
	MOTIVATION	,494	,107	,439	4,631	,000

a. Dependent Variable: PERFORMANCE

Work motivation as a condition that has a significant effect and generates, directs and maintains behavior related to the work environment, so the main problem in the application of motivation is about how the process of managing human resources in an effort to achieve organizational goals. Giving the right motivation by a boss will make employees / employees are encouraged to want to work better and harder, so that they will provide good performance.

Thus, it can be stated that the motivation within the South Jakarta Health Sub-department has a positive influence on the performance of the South Jakarta Health Sub-department, or in other words, the higher the motivation, the higher the South Jakarta Health Sub-department's performance.

The Influence of Competence and Motivation on the Performance of South Jakarta Sub-dept. of Health

To determine the effect of competence and motivation on the performance of South Jakarta Health Sub-dept. employees, multiple linear regression tests were used. Based on the results of calculations using SPSS Version 23.0, it is known that the regression equation is as follows:

Table 7. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,709a	,502	,491	5.050

a. Predictors: (Constant), MOTIVATION, COMPETENCE

b. Dependent Variable: PERFORMANCE

From the Model Summary table, it is obtained that the value of R = 0.709 and R Square = 0.502, indicating that 0.502 or 50.2% of the performance of the South Jakarta Health Sub-dept. of employees is influenced by the competence and motivation variables.

Table 8. ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2288,586	2	1144,293	44,879	,000b
	Residual	2269,284	89	25,498		
	Total	4557,870	91			

a. Dependent Variable: PERFORMANCE

b. Predictors: (Constant), MOTIVATION<COMPETENCY

In ANOVA, the value of F = 44,879 with p = 0.000. Therefore p < 0.05; then the regression can be used to predict the performance of the employees of the South Jakarta Health Sub-dept.

Table 9. Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	17.387	3,530		4,926	,000
	COMPETENCE	,564	,076	,564	7,440	,000
	MOTIVATION	,394	,085	,350	4,620	,000

a. Dependent Variable: PERFORMANCE

From the table above, it can be seen that the regression equation between competence and motivation on the performance of the South Jakarta Health Sub-dept. is:

$$Y = a + b1\ X1 + b2\ X2$$
$$Y = 17.387 + 0.564\ X1 + 0.394\ X2$$

This equation means that:

1. Each increase of 1 score of the competency variable has a significant effect on the increase in the performance variable of the South Jakarta Health Service Sub-dept. employee's performance of 0.564 with the assumption that the motivation variable has a constant value.

2. Every increase in 1 score of the motivation variable has a significant effect on increasing the performance variable of the South Jakarta Health Service Sub-dept. employee's variable score of 0.394 with the assumption that the employee competency variable has a constant value.

Judging from the coefficient of determination above, it is known that the level of diversity is 50.2%. This means that the performance of South Jakarta Health Sub-department employees is caused by the diversity of competence and motivation factors which are important factors in improving the South Jakarta Health Sub-department's performance, where only 49.8% of South Jakarta Health Sub-department's performance is influenced by the following factors: other factors that were not analyzed in this study such as supervision, work motivation, education, competence and many other factors.

Competence relates to a person's ability to act, make decisions, using the abilities possessed both psychologically and physically. Meanwhile, work motivation is something that gives rise to encouragement or enthusiasm for work. Thus, competence and motivation are elements that function to shape a person in carrying out his work.

CONCLUSION

From the results of research and discussion on the influence of competence and motivation on the performance of the South Jakarta Health Sub-dept. employees, the following conclusions can be drawn:

1. Competence has a positive and significant impact on the performance of employees of the South Jakarta Health Sub-dept. of 38.3%, in other words, the higher the employee, the higher the performance of the South Jakarta Health Service.

2. Motivation has a positive and significant effect on the performance of the South Jakarta Health Sub-dept. of 19.2%. In other words, the better the work environment, the higher the performance of the South Jakarta Health Sub-dept.

3. Competence and motivation have a positive and significant impact on the performance of the South Jakarta Health Sub-dept. of 50.2%. In other words, the better the implementation of the two independent variables, the higher the performance of the South Jakarta Health Sub-dept.

Based on the above, the suggestions that can be put forward are as follows:

1. To improve the discipline of agency employees, they should carry out strict supervision so that employees are more disciplined in complying with agency regulations. Strict action against employees who lack discipline must be taken so that employee performance increases

2. It is necessary to improve the work environment by means of agency leaders must focus on policies related to the work environment.

3. Improve employee performance by improving employee skills and expertise through trainings or seminars.

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