The Influence of Competence and Work Motivation on Employee Performance

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Abstract

This study aims to find out whether there are problems regarding competence and work motivation on the performance of employees there. The population used is civil servants (PNS). Sampling in this study used a saturated sample, namely all civil servants (PNS) totaling 66 employees who will be studied using a data collection method using a questionnaire. The collected data is then processed using IBM SPSS 23 software. The data analysis technique uses instrument test, classical assumption test, multiple linear regression test. Hypothesis testing and the coefficient of determination. The results show that competence and work motivation simultaneously have a positive and significant effect on employee performance. However, there are still some indicators that need to be considered by the company from the variables of competence.

Keywords: competence, work motivation, employee performance

1. Introduction

Human resources owned by the organization will not provide maximum results if there is no support from the organization to maintain the quality of work or employee performance, for that the organization must pay attention to the competencies possessed by employees in covering knowledge, expertise and skills that must be in accordance with the needs of the organization so that implementation tasks or work can be completed properly, and work motivation is directed at supporting employee performance to be even better (cashmere, 2015). Of course, companies have goals with each strategy that has been set in their organization, so in achieving organizational goals it is necessary to have human resources that support the survival of the organization in achieving goals and realizing the organization's vision and mission.

Table 1. Employee Work Behavior Assessment 2020

DIVISION	Aspect Average			
	TU	KBPP	SHSK	LA LA
Service Orientation	87.78	89.17	89.28	88.59
Integrity	84.44	85.67	86.68	86.21
Commitment	84.87	85.25	86.38	86.38
Discipline	84.27	85.54	86.72	85.58
Cooperation	84.17	85,70	86.90	86.38

From the results of the employee's work behavior assessment, it states that the average value of these aspects is good at work, the assessment of employee behavior in doing work in general is doing and completing the tasks given, meaning that employees at KSOP always finish the job well or generally do the tasks assigned to them. the task. However, the results of work behavior that show good work behavior does not result in superior work behavior, meaning that it does not fully have the values of service orientation, integrity, commitment, discipline and excellent cooperation. The service company should show a very good attitude or work behavior of employees, because with employees who have the values of these 5 aspects very well.

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With the work behavior of employees who always obey the values of service orientation, integrity, commitment, discipline and cooperation by showing excellent work behavior, it will make the office superior in using services in the field of shipping safety and security that are excellent with international standards.

Table 2. Employee Education Data 2020

No	Education	Amount
1	S1	28
2	S2	4
3	D3	4
4	High school	29
5	Junior high school	1
Total		66

Lack of knowledge, work skills and attitudes is one of the problems faced by the company, from the latest educational data it states that many employees at KSOP Class II Cirebon have a high school education background, from the results of research at TU there are employees who lack employee competence in using bisection technology. Incoming and outgoing mail input systems often experience input errors and piles of letters because these employees have low competence and skills in using computers (Sukriyani, 2021). Andthere are also employees who work beyond the predetermined job desk, employees who work not according to their fields or exceed their competency standards. Because some employees have limited insight and skills in some employees, it affects the decline in the quality of competence (treasure, 2020).

With the results of the study stated that the performance of employees at KSOP Class II Cirebon was not yet optimal, the competence of employees was still low so that it was hampered in completing work. Companies should analyze competency issues in employees (Rosmaini, 2019) one by one and if necessary, develop further by following the training provided. Because employees who have competencies and skills in accordance with their fields will produce optimal performance.

Table 3. Recap of Late Entry to Employee's Work

Month	Late		Amount
	Person	Percentage	Employee
January	38	57%	66 people
February	35	53%	66 people
March	19	28%	66 people
April	24	36%	66 people
May	34	51%	66 people
June	31	46%	66 people
July	31	46%	66 people
August	27	40%	66 people
September	25	37%	66 people
October	21	31%	66 people
November	20	30%	66 people
December	32	48%	66 people

Based on attendance data, there are still many employees who are late for work, indicating that there is still low work motivation and lack of awareness in employees. If employees have a high level of work motivation towards the organization with self-awareness regarding their needs, then employees should realize that their work is important for them to have a sense of responsibility to the organization and have high morale so that it affects employees to come to work on time (Ancient Kuras, 2020). Those who have high work motivation will work with enthusiasm so that employees will try not to be late for work. Because with employees who are on time entering working hours, work is handled faster so that work can be completed on time and even faster.

2. Theorical Review

Employee performance according to (Edition, 2016) defines that "Performance is the result of a process that refers and is measured over a certain period of time based on pre-determined provisions or agreements. And experts seek to define employee performance, according to (Busro, 2018) defining that performance is the work that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve company goals legally, not violates the law and does not conflict with morals or ethics.

(Edition, 2016) define that competence is an individual's ability to carry out a job correctly and has advantages based on matters relating to knowledge, skills and attitudes. And experts seek to define Competence as follows: According to (Busro, 2018) defines that Competence is everything that is owned by a person in the form of knowledge, skills and other individual internal factors to be able to do a job based on the knowledge and skills possessed. And according to (Sutrisno, 2020)

According to (Sutrisno, 2020) defines that motivation has components, namely internal and external components. The internal component is a change in a person, a state of feeling dissatisfied, psychological tension. The external component is what a person wants, the goal of which is the direction of his behavior (Kuswati, 2020). So, the inner component is the needs to be satisfied, while the outer component is the goal to be achieved. And experts seek to define work motivation as follows: According to (Sudaryo, 2019) defines that motivation is a psychological condition within the individual that moves individuals to act, resulting in a conscious change in behavior to achieve goals. Then according to (Busro, 2018)

Based on the description of the theoretical study and relevant results, a research scheme is made that describes the relationship between variables as follows:

theory and results relevant research made research scheme that describes connection between variable as following:
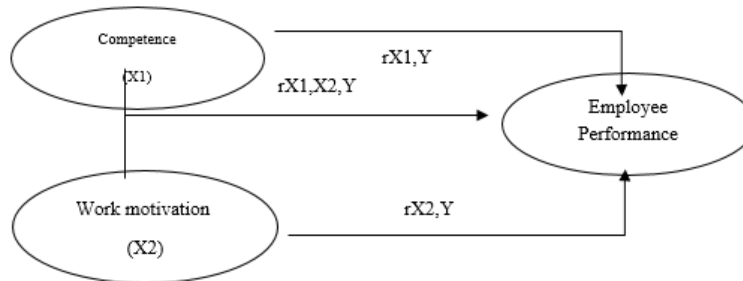
Fig. 1 Framework

The hypothesis in this study was put forward with the aim of directing and providing guidelines for the research to be carried out. If it turns out that the hypothesis is not proven and means it is wrong, then the problem can be solved with the truth determined from the decisions that have been successfully carried out so far. The hypothesis of this research is:

H1   : Competence has a significant effect on employee performance
H2   : Work motivation has a significant effect on employee performance
H3   : Competenceand Work motivationsimultaneously has a significant effect on performance employee

3. Method

The type of research used in this study is associative research with quantitative research methods (Sugiyono, 2017), and in this case, the respondent is an employeeat the Class II Cirebon Harbormaster and Port Authority (KSOP) Office as many as 66 Civil Servants (PNS)the research sample using the data collection method using a questionnaire. The collected data is then processed using the help of IBM SPSS 23 software (Ghazali, 2018). The instrument test uses a validity test, reliability test. Assumption test using normality test and multicollinearity test. Regression test using

multiple linear regression analysis. The coefficient of determination test is used to determine the percentage change in the dependent variable (Y) caused by the independent variable (X). Hypothesis testing using t and F tests.

4. Results and Discussion

4.1. Results

The validity test was conducted to determine whether the data obtained from the questionnaire distribution was valid or not. If the data is valid then it is feasible to use and further testing can be carried out.

Respondents in this study amounted to 66 employees, to obtain rtable using the formula df = n-2 then obtained 66 - 2 = 64 and = 0.05. Based on the correlation coefficient table r Product Moment then obtained rtable = 0.2423. Then the statement is said to be valid, it must be rcount > rtable = 0.2423.

Table 4. Competency Variable Validity Test

Item-Total Statistics	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1	28.0758	4.933	.308	.696
P2	28.0909	4.853	.364	.686
P3	28.3030	4.553	.359	.688
P4	28.3030	4.553	.359	.688
P5	28.3485	4.415	.526	.652
P6	28.4091	4.553	.426	.672
P7	28.1364	4.397	.352	.693
P8	28.3485	4.415	.526	.652

Table 5. Work Motivation Variable Validity Test

Item-Total Statistics	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1	40.6061	10,581	.650	.811
P2	40.4697	11,730	.357	.837
P3	40.6667	10,903	.688	.810
P4	40.7273	11.432	.487	.826
P5	40.4394	11,696	.439	.830
P6	40.4242	11,848	.380	.834
P7	40.6061	10,581	.650	.811
P8	40.5606	11,327	.523	.823
P9	40.4545	11.113	.437	.832
P10	40.6667	10,903	.688	.810
P11	40.4394	11,512	.399	.834

Table 6. Employee Performance Variable Validity Test

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1	31.5455	5.821	.351	.703
P2	31.6515	5,923	.399	.693
P3	31.3788	6.147	.319	.707
P4	31.5606	5,912	.329	.707
P5	31.6061	5.566	.575	.663
P6	31.3788	5.654	.429	.687
P7	31.5000	5.485	.587	.659
P8	31.5758	6.033	.296	.712
P9	32.1667	6.049	.295	.712

Reliability Test, A data is said to be reliable if the respondent's answer to the statement is consistent or stable from time to time. The research instrument is said to be reliable seen from the Croncbach's Alpha value > 0.70, meaning that it can be used several times to measure the same object, it will produce the same results.

Table 7. Competency Variable Reliability Test Results

Cronbach's Alpha	N of Items
.707	8

Table 8. Reliability Test Results of Work Motivation Variables

Cronbach's Alpha	N of Items
.837	11

Table 9. Employee Performance Variable Reliability Test Results

Cronbach's Alpha	N of Items
.719	9

Normality test aims to test whether in the regression model, the dependent variable and the independent variable both have a normal distribution or not. The normality test of the data can be done with the one sample Kolmogorov Smirnov test. The test results using SPSS are as follows in table 10.

Table 10. Kolmogorov-Smirnov. Non-Parametric Normality Test

		Unstandardized Residual
N		66
Normal Parameters, b	Mean	.0000000
	Std. Deviation	1.12839613
Most Extreme Differences	Absolute	.086
	Positive	.058
	Negative	-.086
Test Statistics		.086
Asymp. Sig. (2-tailed)		.200c,d

Based on the table 10, it shows that the Kolmogrov-Smirnov normality test on the variables of competence (X1), work motivation (X2) and employee performance (Y) has an Asymp value. Sig. (2-tailed) of 0.200, which means it has a value of > than 0.05, it can be concluded that all variables are normally distributed. Test Multicollinearity aims to test whether there is a correlation between the independent variables in the regression model. A good regression model should not have a correlation between the independent variables.

Table 11. Multicollinearity Test Results

Model		Collinearity Statistics	
		Tolerance	VIF
1	Competence	.313	3.196
	Work motivation	.313	3.196
a.	Dependent Variable: employee performance		

Based on the table 11, it is known that the toleance value is 0.313 or greater than 0.1, and the VIF value is 3.196 or less than < 10, meaning that it can be concluded that the regression model is free from multicollinearity symptoms.

After testing the classical assumptions, multiple linear tests were conducted. Multiple linear tests explained the magnitude of the role of competence and work motivation on employee performance. Data analysis in this study used multiple linear regression analysis using SPSS IBM Statistic 23. The analysis of each variable is described in the table 12.

Based on the table 12, the multiple regression equation:

$$Y = 2.659 + 0.707X1 + 0.225X2$$

The linear regression equation shows the direction of each independent variable towards the dependent variable and can be described as follows:
1. The constant value is 2,659. That is, if the competence (X1) and work motivation (X2) is 0, then the employee's performance is 2,659.

2. The regression coefficient value of the competency variable (X1) is 0.707, which means it shows a positive (unidirectional) relationship between competence (X1) and employee performance (Y). This shows that if competency (X1) is increased by 1, then employee performance (Y) will increase by 0.707.

The regression coefficient value of the work motivation variable (X2) is 0.225 which means it shows a positive (unidirectional) relationship between work motivation (X2) and employee performance (Y). This shows that if work motivation (X2) is increased by 1, then employee performance (Y) will increase by 0.225.

Table 12. Multiple Regression Analysis Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,659	1,938		1.372	.175
	Competence	.707	.106	.634	6.668	.000
	Work motivation	.225	.069	.309	3.245	.002
a. Dependent Variable: employee performance						

The coefficient of determination is used to measure how far the model's ability to explain the variation of the dependent variable, namely the influence of competence and work motivation on employee performance.

Table 13. Coefficient of Determination Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.907a	.822	.816	1.14617
a. Predictors: (Constant), Work motivation , Competence				
b. Dependent Variable: employee performance				

Based on the table 13, it can be seen that the coefficient of determination R^2 (Adjust R Square) of 0.816 means that the positive and significant influence of competence and work motivation together on employee performance is 81.6% and the remaining 14.4% is influenced by other factors outside the study.

4.2. T Test (Partial)

4.2.1. The influence of competence (X1) on employee performance (Y)

Table 14. The T Test Results (Partial) Competence (X1)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,508	2.058		1,704	.093
	Competence	.992	.064	.890	15,610	.000
a. Dependent Variable: employee performance						

Based on the table 14, it is known that the p-value (Sig) < 0.05 is 0.000 < 0.05 and the tcount > ttable is 15.610 > 1,997then Ho is rejected and Ha is accepted. So it can be concluded that competence has a significant effect on employee performance.

4.2.2. The effect of work motivation (X2) on employee performance (Y)

Table 15. T-Test Results (Partial) Work Motivation (X2)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.355	2.254		3,707	.000
	Work motivation	.610	.050	.834	12.104	.000
a. Dependent Variable: employee performance						

Based on the table 15, it is known that the p-value (Sig) <0.05 is 0.000 <0.05 and the tcount > ttable is 12.104>1,997 then Ho is rejected and Ha is accepted. So it can be concluded that work motivation has a significant effect on employee performance.

4.3. F Test (Simultaneous)

Table 16. F Test Results (Simultaneous)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	381,601	2	190,800	145,239	.000b
	Residual	82,763	63	1.314		
	Total	464.364	65			
a. Dependent Variable: employee performance						
b. Predictors: (Constant), Work motivation , Competence						

Based on the table 16, it is known that the p-value (Sig) <0.05 is 0.000 <0.05 and the Fcount> Ftable is 145.239 > 3.14 then Ho is rejected and Ha is accepted. So it can be concluded that competence and work motivation have a significant effect on employee performance together.

4.4. Discussion

4.4.1. The influence of competence on employee performance

Based on the results of testing the first hypothesis, it shows that competence has a significant effect on employee performance,it is known that the p-value (Sig) <0.05 is 0.000 <0.05 and the tcount > ttable is 15.610> 1,997then Ho is rejected and Ha is accepted. So it can be concluded that competence has a significant effect on employee performance.Competence is an important aspect that must be applied and developed in a company because if employees already have the knowledge, skills, expertise and attitudes towards work in a field, they will be able to form competencies in employees who will provide all abilities to the maximum and to remain in a company for realize the company's vision and mission.

4.4.2. The effect of work motivation on employee performance

Based on the results of testing the second hypothesis, it shows that work motivation has a significant effect on employee performance,it is known that the p-value (Sig) < 0.05 is 0.000 < 0.05 and the tcount > ttable is 12.104 >1,997 then Ho is rejected and Ha is accepted. So it can be concluded that work motivation has a significant effect on employee performance. Work motivation is an important aspect that must be applied in a company because if employees have complied with and are guided by the norms that apply to the company, it can shape the attitude of employees to give all their abilities to the maximum and the desire to stay in a company and behavior in accordance with vision and mission of the company.

4.4.3. The influence of competence and work motivation on employee performance

Based on the results of hypothesis testing, it is known that the p-value (Sig) < 0.05 is 0.000 < 0.05 and the Fcount > Ftable is 145.239 > 3.14 then Ho is rejected and Ha is accepted. So it can be concluded that competence and work motivation have a significant effect on employee performance together. Competence and work motivation can affect employee performance with competencies possessed by employees will affect employees in acting and completing the tasks given. Work motivation is a driving factor to form a person's stance to do a job and show pleasant feelings or vice versa towards a company. Therefore, the habits that are shared between employees because of the behavior that is formed with good and right competence and work motivation will lead to optimal employee performance.

5. Conclusions

Based on the results of the analysis that has been discussed in the previous chapter, it can be concluded that partially the competence variable has a positive and significant effect on employee performance at the Port Authority Office and Class II Cirebon, partially work motivation has a positive and significant effect on employee performance at the Harbourmaster Office and Cirebon Class II Port Authority, and simultaneously competence and work motivation have a positive and significant effect on employee performance at the Port Authority Office and Class II Cirebon Port Authority. This means that the better the competencies possessed by employees or support in completing the work and work motivation provided by the company in improving performance so that it is better, the better the performance of the employees produced.

Companies are expected to create better competencies and pay more attention to work motivation because these factors can affect employee performance. For further research, it is expected to examine other factors that can affect employee per-formance in addition to competence and work motivation. In addition, researchers can use more than 2 independent variables in research, so that the research results obtained are more optimal and innovative. There is an extension of research time, especially during the Covid-19 pandemic so that research can be carried out optimally.

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