



# The Effect of Human Resource Planning and Competence on the Performance of State Civil Apparatus in PPSDM of the Bukittinggi Regional Ministry of Home Affairs Through the Utilization of Information Technology During the Covid-19 Pandemic

Leo Agust Fernando<sup>1</sup>, Heliyani<sup>2</sup>

<sup>1</sup>Student of Master of Management Institute of Technology and Business Haji Agus Salim Bukittinggi, Jl. Ahmad Yani No.79, Fort Ps. Upper, District. Long Guguk, Bukittinggi City, West Sumatra 26136

<sup>2</sup>Lecturer Master of Management Institute of Technology and Business Haji Agus Salim Bukittinggi, Jl. Ahmad Yani No.79, Fort Ps. Upper, District. Long Guguk, Bukittinggi City, West Sumatra 26136

## ARTICLE INFO

## ABSTRACT

### Keywords:

HR Planning;  
Competence;  
Technology Utilization;  
Performance

The purpose of this study is to find out how the Effect of Human Resource Planning and Competence on the Performance of State Civil Apparatus in PPSDM of the Bukittinggi Regional Ministry of Home Affairs through the utilization of Information Technology during the Covid-19 pandemic. The analysis technique used was SmartPLS 3.3 with a sample of 74 people. The results of the data analysis show that: 1) HR planning has a significant effect on the utilization of information technology in the PPSDM Kemendagri Regional Bukittinggi. 2) Competence has a significant effect on the utilization of information technology in the PPSDM of the Bukittinggi Regional Ministry of Home Affairs. 3) Human resource planning has a significant effect on state civil apparatus performance in PPSDM of the Bukittinggi Regional Ministry of Home Affairs. 4) Competence has a significant effect on state civil apparatus performance in PPSDM of the Bukittinggi Regional Ministry of Home Affairs. 5) Utilization of information technology has a significant effect on state civil apparatus performance in PPSDM of the Bukittinggi Regional Ministry of Home Affairs. 6) Human resource planning has a significant effect on state civil apparatus performance through the utilization of information technology in the PPSDM of the Bukittinggi Regional Ministry of Home Affairs. 7) Competence has an insignificant effect on state civil apparatus performance through the utilization of information technology in the PPSDM of the Bukittinggi Regional Ministry of Home Affairs.

### E-mail:

[redofermando47@gmail.com](mailto:redofermando47@gmail.com)

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## 1. Introduction

Employee performance is a very important thing in the organization's efforts to achieve goals (Rivai, 2013). The success or failure of an organization cannot be separated from the influence of the performance of human resources. Each organization will continue to strive to improve employee performance in achieving the organizational goals that have been set. According to (Saputra et al., 2020), organizational performance is strongly influenced by the quality of its human resources, therefore human resources are one of the important factors in an organization to achieve its goals and objectives. In achieving the goals and objectives of the organization, the Human Resources Development Center or abbreviated as PPSDM of the Ministry of Home Affairs Bukittinggi is a Technical Service Unit (UPT) of the Human Resources Development Agency (BPSDM) of the Ministry of Home Affairs which has the task of carrying out the development of human resources for domestic

government by regulations and legislation (Permendagri number 13 of 2021 concerning Organization and Work Procedures of the Ministry of Home Affairs). Some of the activities carried out at the Bukittinggi Regional Ministry of Home Affairs PPSDM include HR development for Civil Servant Candidates (CPNS), Administrator and Supervisor Leadership Training, Training for functional officials such as Functional Officers for Supervision of the Implementation of Regional Government Affairs (PPUPD) as well as other technical training.

Initially, the training method for HR development activities at the Bukittinggi Regional Ministry of Home Affairs PPSDM was carried out face-to-face (classical), but since the emergence of the COVID-19 pandemic in early 2020, to control cases of transmission and spread of COVID-19, the Government felt it was necessary to take policy steps in the implementation of training activities. The government is deemed necessary to take policy steps in the implementation of training activities. One of the government's policies is the issuance of Regulation of the State Administration Agency (PerLAN) number 1 of 2021 which states that training methods for Candidates for Civil Servants (CPNS) must be carried out online.

The competence of the PPSDM ASN at the Ministry of Home Affairs for the Bukittinggi Region must of course be able to answer the challenges of changing work patterns during the COVID-19 pandemic by implementing an online training policy. Online training utilizes various technology and information media. Online learning is a learning concept that utilizes internet facilities with flexibility, accessibility, connectivity, and the ability to foster various forms of interaction in the learning process (Kurtarto, 2017). Therefore, the concept of online learning will continue to develop and is needed, especially in the field of education, especially in the era of the industrial revolution 4.0 as it is today (Andrianto Pangondian et al., 2019).

Literature Review and Submission of Hypotheses, human Resource Planning (HR) one of the functions of Human Resource Management is Human Resource Planning. All activities are based on a plan, including organizational and management activities. Planning is the essence of management and in utilizing human resources, planning is needed that can guide the requirements in the procurement and development of human resources who should be employed in an organization/company environment. Handoko (2010) argues that human resource planning is a series of activities carried out to anticipate the demands of the business environment on the organization in the future to meet the workforce needs to be caused by these conditions.

Competence, According to Mc. Clelland in Sedarmayanti cited by Astuti and Zunaidah (2012), is "competence is a fundamental characteristic possessed by a person that has a direct influence on, or can predict excellent performance". Competence is what outstanding performers do more often, in more situations, with better results than policy assessors do. According to Wibowo (2017): "Competence is the ability to carry out or perform a job or task based on skills and knowledge and supported by the work attitude required by the job". Furthermore, Sutrisno (2011) suggests that the notion of competence is: "An ability based on skills and knowledge that is supported by work attitudes and their application in carrying out tasks and work in the workplace that refers to the work requirements set.

Utilization of Technology, According to (Chin & Todd, 1995) defines Utilization of Information Technology is how much computer technology is perceived as relatively easy to understand and use. Individual perceptions related to the ease of using a computer (perceived ease of use) are the degree to which individuals believe that using a particular system will be error-free. According to (Chin & Todd, 1995) defining Information Technology Utilization is how much computer technology is felt to be relatively easy to understand and use. Individual perceptions related to the ease of using a computer (perceived ease of use) are the degree to which individuals believe that using a particular system will be error-free. The benefits of using information technology itself can be seen from the trust of information technology users in deciding the acceptance of information technology with a belief that users of information technology can make a positive contribution to its users.

Employee Performance, According to Mangkunegara (2009) performance is the result of work in quality and quantity achieved by an employee in carrying out his duties by the responsibilities given to

him. Furthermore, according to Fahmi (2017) Performance is the result of a process that refers to and is measured over a certain period based on pre-determined provisions or agreements. According to Sutrisno (2016) Performance is the result of an employee's work in terms of quality, quantity, working time, and cooperation to achieve the goals set by the organization.

## 2. Research Methods

### 2.1 Types of research

This research is a type of research that uses quantitative research that uses surveys and questionnaires as a data collection tool. According to Sugiyono (2015), the quantitative method is a research method based on the philosophy of positivism, used to examine certain populations and samples, collect data using research instruments, and analyze quantitative/statistical data to test the established hypothesis.

### 2.2 Population and Research Sample

The population in this study were all PPSDM ASN totaling 78 people. Given the limited population, all members of the population were used as research samples. The sampling technique used in this research is saturated sampling (census).

### 2.3 Data analysis technique

This study uses data analysis using SmartPLS software. According to Ghozali (2015), PLS is an alternative approach that shifts from a covariance-based Structural Equation Modeling (SEM) approach to a variant-based one that can simultaneously test the measurement model as well as test the structural model. The measurement model is used to test the validity and reliability. PLS (Partial Least Square) analysis is soft modeling because it does not assume the data must be with a certain scale measurement, it does not have to meet the requirements of the assumption of data normality, and the sample size does not have to be large, which means the number of samples can be small (under 100 samples). Structural model testing in PLS is carried out with the help of SmartPLS for windows software.

## 3. Discussion

### 3.1 Analysis of the Measurement Model (Outer Model)

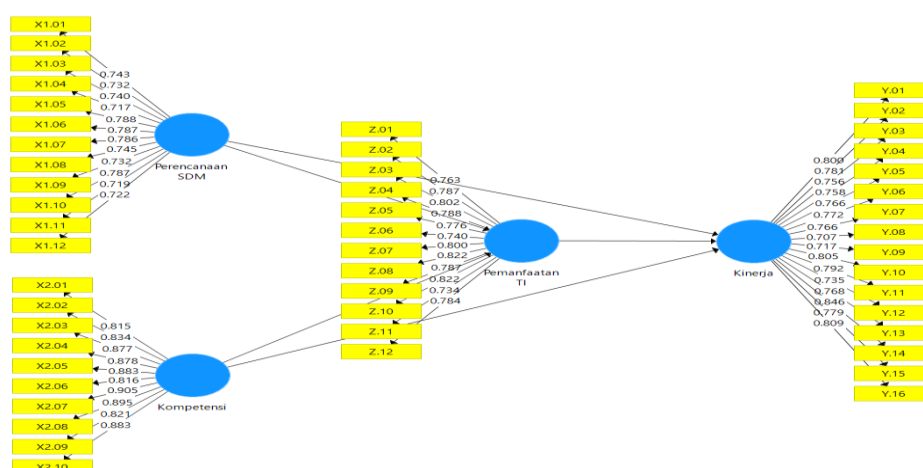


Figure 2 Outer Model Diagram

### 3.2 Structural Model Analysis Inner Model

The Structural Model or Inner Model was conducted to answer the objectives of the research and to see how the direct, indirect, and total effects of the research model were built. If using a significance

level of 5%, the t-statistic value generated by the application must be greater than the t-table value or > 1.96

**Table 1.**  
Summary of Inner Model Test Results

Path Coefficients	Sample Mean	t-Statistik	Hasil	P values	Information
HR Planning -> Utilization of Information Technology	0.326	2.440	Ts>Tt	0.015	Positive Significant
Competence -> Utilization of Information Technology	0.448	3.597	Ts>Tt	0.000	Positive Significant
HR Planning -> Performance	0.270	2.397	Ts>Tt	0.017	Positive Significant
Competence -> Performance	0.416	2.908	Ts>Tt	0.004	Positive Significant
Utilization of Information Technology -> Performance	0.279	2.541	Ts>Tt	0.011	Positive Significant

### 3.3 Live Effect Test

This study proposes as many as 7 (seven) hypotheses. Hypothesis testing using bootstrapping analysis technique. Through the results of the t-statistic value obtained, it can be seen the influence of the level of significance between the independent variables to the dependent variable. If the value of t-statistic > 1.967 (t-table 5% significance) then the effect is significant. Furthermore, through the results of the P value obtained if the P value in each variable < 0.05 then the hypothesis is accepted. Based on the table above, it can be seen that the t-statistical value of the direct influence of HR planning on the utilization of information technology is greater than the t-table (1.967) which is 2.440 with a large effect of 0.326 and P values <0.05 of 0.015. So it can be concluded that the influence of HR planning on the use of information technology is positive and significant. Then H1: HR planning has a significant effect on the use of Information Technology at the PPSDM of the Ministry of Home Affairs Bukittinggi accepted.

The t-statistic value of the direct influence of competence on the use of information technology is greater than the t-table (1,967) which is 3,597 with a large effect of 0.448 and P values <0.05 of 0.000. so that it can be concluded that the influence of competence on the use of information technology is positive and significant. Then H2: Competence has a significant effect on the Utilization of Information Technology at the PPSDM of the Ministry of Home Affairs Bukittinggi accepted.

The t-statistic value of the direct influence of HR planning on performance is greater than the t-table (1.967) which is 2.397 with a large influence of 0.270 and P values <0.05 of 0.017. so it can be concluded that the influence of HR planning on performance is positive and significant. Then H3: HR planning has a significant effect on the performance of ASN in the PPSDM of the Ministry of Home Affairs Bukittinggi accepted.

The t-statistic value of the direct influence of competence on performance is greater than the t-table (1.967) which is 2.908 with a large effect of 0.416 and P values <0.05 of 0.004. so it can be concluded that the effect of competence on performance is positive and significant. Then H4: Competence has a significant effect on the performance of ASN in the PPSDM of the Ministry of Home Affairs Bukittinggi accepted.

The t-statistic value of the direct influence of the use of information technology on performance is greater than the t-table (1.967) which is 2.541 with a large influence of 0.279 and P values <0.05 of 0.011. so it can be concluded that the effect of the use of information technology on performance is positive and significant. Then H5: The use of Information Technology has a significant effect on the performance of ASN in the PPSDM of the Ministry of Home Affairs Bukittinggi accepted.

### 3.4 Indirect Effect Test

Testing the indirect effect to determine the indirect effect of HR planning variables on performance through the use of information technology as an intervening variable and the indirect effect of competence variables on performance through the use of information technology as an intervening variable. The results of the analysis can be seen through the indirect effects table of the bootstrapping technique with the following summary results:

*The Effect of Human Resource Planning and Competence on the Performance of State Civil Apparatus in PPSDM of the Bukittinggi Regional Ministry of Home Affairs Through the Utilization of Information Technology During the Covid-19 Pandemic (Leo Agust Fernando, et al)*

**Table 2.**  
Summary of Indirect Effects

Indirect Effects	Sample Mean	t-statistic	Result	P values	Information
HR Planning-> Utilization of Information Technology-> Performance	0.089	1.806	Ts < Tt	0.071	Positive is not significant
Competence-> Utilization of Information Technology-> Performance	0.127	1.840	Ts < Tt	0.066	Positive is not significant

Based on the table above, it can be seen that the t-statistic value of the influence of HR planning on performance through the use of information technology is smaller than the t-table (1.967) which is 1.806 with a large effect of 0.089 and P values > 0.05 of 0.071. so it can be concluded that the influence of HR planning on performance through the use of information technology is positive and not significant. So it is not by H6: HR planning has a significant effect on ASN Performance through the Utilization of Information Technology at the PPSDM of the Ministry of Home Affairs Bukittinggi, thus H6 is rejected.

The t-statistic value of the influence of competence on performance through the use of information technology is smaller than the t-table (1.967) which is 1.840 with a large influence of 0.127 and P values > 0.05 of 0.066. so it can be concluded that the effect of competence on performance through the use of information technology is positive and not significant. So it is not by H7: Competence has a significant effect on ASN Performance through the Utilization of Information Technology at the PPSDM of the Ministry of Home Affairs Bukittinggi, thus H7 is rejected.

#### 4. Conclusion

Based on the results of the analysis and discussion of the influence of HR planning and competence on the performance of ASN at the PPSDM of the Ministry of Home Affairs Bukittinggi through the use of Information Technology during the COVID-19 pandemic, based on the results of distributing questionnaires to 74 employees, the following conclusions were obtained:

- The test results prove that HR planning has a significant effect on the Utilization of Information Technology in the PPSDM of the Ministry of Home Affairs Bukittinggi.
- The test results prove that competence has a significant effect on the Utilization of Information Technology in the PPSDM of the Ministry of Home Affairs Bukittinggi.
- The test results prove that HR planning has a significant effect on the performance of ASN in the PPSDM of the Ministry of Home Affairs Bukittinggi.
- The test results prove that competence has a significant effect on the performance of ASN in the PPSDM of the Ministry of Home Affairs, Bukittinggi.
- The test results prove that the use of Information Technology has a significant effect on the performance of ASN in the PPSDM of the Ministry of Home Affairs, Bukittinggi.
- The test results prove that HR planning has a significant effect on ASN Performance through the Utilization of Information Technology at the PPSDM of the Ministry of Home Affairs Bukittinggi.
- The test results prove that competence has no significant effect on ASN Performance through the Utilization of Information Technology at the PPSDM of the Ministry of Home Affairs Bukittinggi.

Suggestions that the author can give to improve employee performance at the Regional Ministry of Home Affairs PPSDM Bukittinggi through the variables that have been studied are as follows:

- The leadership of the PPSDM of the Ministry of Home Affairs for the Bukittinggi Region should evaluate the HR planning and competence of ASN at the PPSDM of the Ministry of Home Affairs in the Bukittinggi Region related to the use of information technology for online training

- during the COVID-19 pandemic.
- b. The utilization of Information Technology in carrying out ASN duties and responsibilities during the COVID-19 pandemic requires good HR planning and ASN competence to improve ASN performance in the Bukittinggi Regional Ministry of Home Affairs PPSDM.
  - c. With the development of advances in technology and information as well as the possibility of other outbreak situations, organizations are required to be able to adapt to any changes that occur very quickly so that innovation capabilities are needed in all policies, especially in human resource planning and competence.

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