



The Influence of Manpower Competence on Capital Investment Collection and their Implications on Performance (Case Study on MSMEs Assisted by the West Java Chamber of Commerce)

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ABSTRACT

The current problem is that performance is still far from expectations, while the accumulation of capital investment has not been encouraging, this is presumably because the competence of the workforce is still concerning. This study aims to determine the effect of workforce competence on the accumulation of capital investment and its implications for the performance of a case study on the West Java Chamber of Commerce and Industry fostered business in Bandung. The research method applied is in the form of a descriptive analytical survey method, while the sample used is 46 respondents. The variables studied from each respondent are workforce competence, capital investment accumulation, and performance. The type of data collected is primary data. The results of the study indicate that the competence of the workforce has no and no significant effect on the accumulation of capital investment. the accumulation of capital investment has no effect and is significant on performance. The implication is that the competence of the workforce needs to be applied programmatically and massively. The object of this research is the sample of respondents used is still limited to the business assisted by the West Java Chamber of Commerce in Bandung, therefore further research is necessary based on more varied sampling with a longer duration, in order to obtain generalizable results.

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INTRODUCTION

The problems of MSMEs in West Java are mainly related to performance, many MSMEs do not have a contributive performance, especially MSMEs the West Java Chamber of Commerce, even though that business environment in West Java is starting to be conducive, after being hit by the COVID-19 pandemic which has touched its performance, MSME performance is inseparable from the availability element. According to Afandi's opinion (2018: 83), achievement is real work of a certain person or group of people in a corporation based on his own authority and responsibility for the purpose of a legitimate organization, not against applicable law and not against morals and ethics.

On the other hand, if capital investment is experiencing difficulties, to produce the best performance it will experience various obstacles and risks that are not small. According to (Martono & Harjito, 2010:4), "Investment can be interpreted as a company's investment in real assets or financial assets, the decision of what assets to be managed by the company is an investment decision." In general, MSMEs require a conducive business environment, ownership of various licensing in accordance with applicable regulations, and of course infrastructure that supports the community's economic atmosphere. A conducive business environment is needed by MSMEs to increase their production and marketing, create unique products that do not yet exist or that need to be created in order to exist, many products spread across West Java that have not been optimized, for example vetiver from Samarang Garut, the world's second largest production, are many. export in the form of raw materials, even though if it is developed into a minimum of semi-finished goods or even finished goods, it will increase the selling price, so that profit maximization will occur, so that it will create profits and foreign exchange for the region and the country, as well as prosper the MSMEs, another example is sheep. Garut, pelung chicken, as well as special foods both traditional and processed where this culinary is a business that really provides economic growth for West Java,



Figure 1. Map of West Java MSME business fields

Another recent example is the Sumedang cilembu sweet potato, which has been successfully developed in various regions of West Java and even to Central Java and East Java, the production of cilembu sweet potato is still very low compared to the very high demand for the local market to supply various supermarkets in West Java, for processed products. making instant noodles, as is the case today, the raw material for instant noodles made from wheat flour is experiencing major price disruptions due to the world's second largest supplying countries Russia and Ukraine are in a state of war, so President Joko Widodo has to intervene to visit Russia and Ukraine, and succeed gradually provide smooth logistics for shipments out of the country, then the head of state hopes that MSMEs can take advantage of this opportunity, their alternative products in the form of Casava, Sorghum and Sago, Sorghum have been tested in Waingapo as much as 100 hectares and have worked well.

This provides inspiration for cilembu sweet potato which has the potential to produce flour substitute for wheat to make instant noodles, cilembu sweet potato cultivation can be expanded massively and planned, so that it can supply all market needs, both for direct consumption through supermarkets, as well as industrial processing of cilembu sweet potato flour, not to mention the opportunity for export to foreign countries, in the future if cilembu cultivation has been mass productive, it is possible to establish a processing factory for cilembu sweet potato into instant noodle flour in the upstream as well as opening various shops in various countries, so that demand for cilembu sweet potato agricultural products is high, which in turn cilembu sweet potato farming can provide foreign exchange for the region and the country, absorb a large workforce, and raise the SMEs. The core of that MSME with the example of cilembu sweet potato farming focuses on the competencies that MSME workers must possess. opinion from Wibowo (2016; 271) in the form of readiness in working on a claim or obligation according to ability and knowledge and backed up by professional attitude demanded through assignment. both in that cultivation through sweet potato, vetiver, lamb, chicken and others so as to be able to contribute to the global market, thereby accumulating capital investment and in turn creating performance.

RESEARCH METHOD

Identification of Problem

1. Paying attention to illustration of that problem above, that identification of problems that can explain are as below
2. In that situation through the MSME, which are still apprehensive in terms of mastery of competence, in order to exist and survive in the midst of the COVID-19 pandemic, difficulties arise in encouraging them to have the ability to compete with other MSMEs, even in the West Java regional area.
3. To be provided with adequate training, awareness and willingness to fight are needed, especially in terms of costs, time and other resources, so that the target of training can be achieved according to the competency plan that has been set.
4. In order for MSMEs to master competence, a joint commitment from MSMEs with the organizers and other stakeholders is needed, which will have implications for the success of MSMEs which are currently being applied to MSMEs.
5. Selection of a competency training agenda for MSMEs, which is expected to encourage the community both in terms of income to raising capital, to the realization of a cluster of business entities among them, which until now is still constrained by the limited resources of training providers.
6. Monitoring of the accumulation of MSME capital investment is constrained by the average incompetence of resources, so that the results achieved are feared to still be an obstacle to conducting effective and informative monitoring
7. Performance is still the main obstacle in developing the MSME, this is indicated by the absence of competence, which has an impact on efforts to raise capital investment, especially in the COVID-19 pandemic conditions which limit their interactions.
8. Cilembu sweet potato flour, not to mention export opportunities to foreign countries, in the future if cilembu cultivation has been mass productive, it is possible to establish a factory processing cilembu sweet potato into instant noodle flour in the upstream as well as opening various shops in various countries, so that demand for sweet potato agricultural products Cilembu become high, which in turn cilembu sweet potato farming can provide foreign exchange for the region and the country, absorb a large workforce, and raise the MSME. It core through the MSME activities assisted by the West Java Chamber of Commerce with the example of cilembu sweet potato farming focuses on the competencies that MSME workers must possess. Competence based on **Wibowo (2016; 271)** is a willingness or carry out an assignment on the basis of skills and knowledge and backed up through a professional attitude based on requirements through assignment. both in the cultivation of sweet potato, vetiver, lamb, chicken and others so as to be able to contribute to the global market, thereby accumulating capital investment and in turn creating performance.

On this basis, the author is interested in making a study entitled "The Influence of Workforce Competence" on the Collection of Capital Investments and their implications for Performance" (Case Study on the Guidance of the West Java Chamber of Commerce and Industry in Bandung".

Scope of problem

The data used in this research in the form of primary data along with distribution of questionnaires through MSME to determine the respondents' responses to workforce competence, capital investment collection, and performance

Formulation of the problem

Starting from the identification of the problems that have been presented above, that formulation of the problems that can conveyed as follows:

1. What is the picture of the recipient of the response to workforce competence, capital investment collection, and performance at the MSME assist by West Java Chamber of Commerce Development in Bandung?
2. How is the effect of labor competence on the accumulation of capital investment of the MSME in the West Java Chamber of Commerce Development in Bandung
3. To what extent effect of collecting capital investment on the performance of MSME in the West Java Chamber of Commerce Development in Bandung

Framework

Based on the literature, a framework of thought is drawn up, as follows:



Figure 2. Framework

Hypothesis

Based on this framework, following hypotheses processed for:

H1: Labor Competence implications for retained earnings investment

H2 Capital Investment Collection has an effect on Performance

Implementation Method

Object of research

The number of respondents was 32 respondents who were assisted by the West Java Chamber of Commerce in Bandung through the use of purposive sampling technique.

Teknik analisis data

Tes Analisis Deskriptif

Quantitative research through this survey method utilizes a Lickert scale questionnaire with primary data, then respondents' responses are tabulated. The information used is the exogenous variable, namely the competence of the workforce, while the endogenous variable is the collection of capital investment Community as the independent variable but the endogenous variable is capital investment decisions

The opinion of **Sekaran and Bougie (2017: 79)**, that endogenous variables will be influenced by exogenous variables, whether positive or negative. That is, when the esdogen variable is present, it means that the exogenous variable automatically also exists, so every addition or subtraction of the exogenous variable. even **Sekaran and Bougie (2017: 77)** argue again, endogenous variables will be influenced under the influence of other variables, in other words the main variable is suitable to be used as research material.

The emerging variables will be analyzed through operational research variables, which consist of main variables, definitions or concepts, dimensions, indicators and measurement scales.

Table 1. Opt of Var

Var	Conc	Diment	Ind	Ord	
Labor Competence (X)	Wibowo (2016;271)	Limitation	Skills, knowledge, attitude	√	
		Basic character	Achievement of success	√	
	McClelland pada (Zainal, Veithzal Rivai, dkk. (2015; 230) Ruky dalam Fadillah, dkk (2017	Competency indicators	Action motive	Physical character	√
			Self concept	Information	√
			Knowledge	knowledge	√
			Skills	Skills	√
			Traits	Traits	√
			Self concept	Self concept	√
			Knowledge	Knowledge	√
			Skills	Skills	√
Capital Investment Collection (Y)	Undang-Undang Nomor 20 Tahun 2008	Capital	Micro business	√	
			Small business	√	
			Medium business	√	
	Riawan dan Wawan (2018) Pandji Anoraga (2010;32), Ardiana, 2018	Capital investment constraints	Owner's equity	√	
			Simple bookkeeping	√	
			Non-standard bookkeeping	√	
			Small economy of scale	√	
			Limited marketing	√	
			Low source of funds	√	
			High benefit	√	
Low cost	√				
Prformance (Z)	Mutegi, dkk (2015) Husnan dan Pudjiastuti (2015),	SME Performance	Individual achievements	√	
			Specific company and time	√	
	Srimindarti (2006) dalam Sudiarta (2014), Wawerau dan Ngugi 2014;1-20)	Capital recommendation	Important goals of financial management	√	
			Value maximization	√	
			Owner's prosperity	√	
			Operational effectiveness	√	
			Periodically	√	
			Target organization	√	
			Target employees	√	
			Previous criteria	√	
Pay attention to profit	√				
Business continuity	√				
Impact on performance	√				

Data Collection and Processing Techniques

Data collection was obtained from field research, and library research, test data with the Lickert scale in the response rate strongly agree (5), agree (4), hesitate (3), disagree (2), strongly disagree (5)

Data Testing Method**Validity tes**

Uji validitas secara skala pengukuran ordinal menggunakan korelasi rank spearman

Reliability test

Reliability test is desired in order to obtain consistent measurement results, even if repeated with the same symptoms. This test utilizes the Spearman Brown split-half technique, in order to obtain the reliability coefficient also uses the Spearman Brown formula..

Descriptive Analysis Test

This test was implemented in order to obtain perceptions from the survey, by distributing questionnaires to obtain responses from the people of West Java. Chamber of Commerce Assistance, using the variables of labor competence, capital investment accumulation, performance

Data analysis technique

There are two analyzes used in the form of: (1) descriptive analysis with qualitative variables and (2) quantitative analysis of path coefficients, then determination to find out how strong the influence of exogenous variables on endogenous variables. While the verification method uses path analysis. Through the use of a combination of analytical techniques, it is hoped that an integrated generalization will be obtained between workforce competence, capital investment collection, and performance.

The tests used are Normality Test, Heteroscedasticity Test, Auto Correlation Test and Multicollinearity Test.

Hypothesis Test (t Test)

In order to obtain an illustration, the extent of the influence of exogenous variables on endogenous individuals (partial

Coefficient of Determination Test

The coefficient of the determinant provides an illustration of how much influence the partial independent variables have on endogenous variables. Where the range is between 0 to 1 (0% - 100%), if the value ranges close to one, the higher the influence of the exogenous variable.

RESULTS AND DISCUSSIONS

Object of research

In this study, questionnaires were distributed to the respondents of the West Java Chamber of Commerce in Bandung, a total of 45 respondents were distributed..

Descriptive Analysis Test

Locus of study in Bandung, West Java Kadin Guidance Business in Bandung, through a request for responses to a survey by distributing questionnaires to determine the perception of the West Java Kadin Assisted Business in Bandung, The variables used are: workforce competency, capital investment collection, performance.

Description Test Of The Variables X, Y, And Z

Descriptive Statistics

X		Y	
Mean	44.46666667	Mean	41.75555556
Stand Err	0.871316199	St Errr	0.518501683
Med	45	Med	41
Mode	48	Mode	41
St Dev	5.844966755	St Dev	3.47821503
Sample Var	34.16363636	Sample Var	12.0979798
Kurt	-0.438509617	Kurt	-0.038275263
Skewn	0.043587608	Skewn	-0.304080959
Range	24	Range	16
Min	32	Min	33
Max	56	Max	49

X		Y	
Sum	2001	Sum	1879
Count	45	Count	45

Z	
Mean	45.37777778
St Err	0.754976011
Med	46
Mode	46
St Dev	5.064533044
Sample Var	25.64949495
Kurt	1.691492218
Skew	0.232074614
Range	29
Mini	32
Maxi	61
Sum	2042
Count	45

For the minimum workforce competency variable is 32 and the maximum is 56 with a standard deviation of 5.844966755, The smallest capital investment collection variable is 33 using standard deviation 3.47821503 and a biggest of 49, For the minimum performance variable is 32 and the maximum is 61, with a standard deviation of 5.064533044

Data analysis technique:

Descriptive Test:

Partial t test (X to Y)

Coefficients

	Coeff	St Err	t Stat	P-val	Lower 95%	Upper 95%	Lower 95,0%	Upper 95,0%
Intercept	40.00631246	4.060332303	9.852965095	1.35E-12	31.81787198	48.19475294	31.81787198	48.19475294
X Var 1	0.039338301	0.090550143	0.434436648	0.666144	-0.143273466	0.221950067	-0.143273466	0.221950067

a. Depend Var: Var Y

By basing the output results previously, with the following interpretation. On the basis of the t-test table provides an illustration if the variable X has a significant value (0.039 <0.05) and this means that X (labor competency) significant over Y (Capital Investment Collection), and because tcount < ttable (0.4344 <1.67860), then the X variable (labor competency) has no influence on the Y variable (Capital Investment Collection),

Coeff. of Determination:

Model Summary

	Regr Sta
Multi R	0.066106051
R Sq	0.00437001
Adj R Sq	-0.018784176
St Err	3.510730747
Obs	45

a. Pred: (Const), Var X

b. Depend Var: Var Y

Based on the previous table, the R Square value is 0.0043. This gives an understanding that 0.4% of the variation in the endogenous variable, namely Z, can be explained through the Y variable. The difference of 99.6% is narrated by other factors outside the research model.

Partial t test (Y to Z)

Coefficients

	Coeff	Stand Erro	t Stat	P-val	Lower 95%	Upper 95%	Lower 95,0%	Upper 95,0%
Interc	46.85570827	4.716934315	9.933508744	1.05659E-12	37.34310363	56.3683129	37.34310363	56.3683129
X Var 1	-0.112393179	0.103320814	-1.087807725	0.282739843	-0.320759458	0.0959731	-0.320759458	0.0959731

a. Dep Var: Var Z

On the basis of the results results previously, it is interpreted as follows, On the basis of the t-test it provides an illustration that the Y variable is significant with the magnitude (-0.1123 < 0.05) the explanation Y (Capital Investment Collection) is significant to Z (Performance) because tcount < ttable (-1.0878 < 1.67943), then the variable Y. (Capital Investment Collection) has no effect on the variable Z (Performance

Coefficient of Determination :

Model Summary

	Reg Stat
Mult R	0.163652611
R Sq	0.026782177
Adj R Sq	0.004149204
St Err	3.470991617
Observ	45

a. Predict: (Const), Vari Y

b. Dep Vari: Var Z

Based on the previous table, it can be seen that the R Square is 0.026. And this illustrates that 2.6% of the variation of the exogenous variable (Z) can be narrated through the Y variation. The difference of 97.4% is described by other factors outside the study.

CONCLUSION

The conclusion of the study about marketing competence through the accumulation of capital investment and its implications for performance are For the minimum workforce competency variable is 32 and the maximum is 56 through standard deviation 5.844966755, For the smallest capital investment collection variable is 33 with a standard deviation of 3.47821503 and the maximum is 49, For the minimum performance variable is 32 and the maximum is 61, with a standard deviation of 5.064533044. On the previous basis, it is obtained that the t-test results explain that the variable X is significant (0.039 < 0.05) meaning that the variable X (work competence) is significant to Y (Investment). Collection), and because tcount < ttable (0.4344 < 1.67860), then the X variable (labor competency) has no effect on the Y variable (Capital Investment Collection), with a coefficient of determination of 4%. On the basis of the previous results, it can be explained as follows, On the basis of the t-test analysis illustrates that the Y variable is significant (-0.1123 < 0.05) where this explains Y (Capital Investment Accumulation) is significant to Z (Performance) because tcount < ttable (-1.0878 < 1.67943), then the Y variable (Capital Investment Collection) has no influence on the Z variable (performance, through coefficient determination of 2.6%

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