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\*Corresponding author: Andi Hendra Syam, Department of Management, STIM LPI, Makassar, Indonesia

E-mail: [andihendrasyam@gmail.com](mailto:andihendrasyam@gmail.com)

## DESCRIPTIVE OF QUANTITATIVE DATA | SUPPLEMENTARY

# The Effect of Motivation and Competence on Employee Performance: A Study at the Social Service of South Sulawesi Province

Andi Hendra Syam<sup>1\*</sup>

<sup>1,2</sup> Department of Management, STIM LPI, Makassar, Indonesia. Email: [andihendrasyam@gmail.com](mailto:andihendrasyam@gmail.com)<sup>3</sup>

**Abstract:** This study aims to determine and analyze the influence of motivation and competence on employee performance at the Social Service Office of South Sulawesi Province. This research was carried out using a quantitative descriptive approach to obtain a complete picture of the variables studied. This type of research is a survey, namely analyzing the data needed to support the research discussion in solving and answering the problems that have been formulated. Multiple linear regression is the analysis of the data used in this study. Based on the results of the analysis of this study, it proves that motivation has a positive and insignificant effect on employee performance as evidenced by the significance (probability) = 0.985, which shows above from probability (sig) = 0.000 < = 0.05 and the contribution value of B1 = 0.001 or 0, 01%, while the effect of competence on employee performance in the Social Service of South Sulawesi Province shows a positive and significant effect on employee performance as evidenced by the significance (probability) = 0.000 below = 0.05. The competency variable (X2) has the two independent variables' most significant and dominant coefficient.

**Keywords:** Motivation, Competence, Employee Performance  
**JEL Classification Code:** O15, J24,

## 1. INTRODUCTION

Human Resources are significant for both developed and developing countries such as Indonesia. This is because people who have quality human resources will build their nation to become a developed country that has intelligent and capable people to run their nation and country (Yu et al., 2020). So human resources need to be improved in Indonesia to achieve the ideals of the Indonesian government. This is the weakness of the Indonesian country, which has a large population but still lacks human resources. Indonesians still do not understand the importance of quality human resources (Al-Musadieq et al., 2018; Nasution et al., 2011; Syamsudin et al., 2022). With the role of HR management in improving performance within an organization. HRM is an effort to increase the empowerment of employees as human resources in achieving organizational goals (Zaim et al., 2021). Employees' work performance is influenced by many factors, including their motivation at work, as seen (Pfajfar et al., 2022; Urtasun & Núñez, 2012) when suggesting that performance comes from the will of a person who is influenced by their environment. This opinion further reinforces that employees have different backgrounds, so their motivation is also additional. So that their motivation to carry out their work is also essentially extra. Employees with expectations of administrative agencies are a significant factor in improving employee performance and developing company agencies, institutions, and organizations to produce high performance. It appears how vital the role of motivation is in encouraging them to achieve the desired performance.

Motivation is one of the essential foundations for the growth of employee performance productivity in an organization. However, every employee will be motivated to work harder if they have motivation (Greve & Argote, 2015; Rosmaini & Tanjung, 2019). Even the satisfaction of the results of the work and for the employee concerned is very dependent on the role of the leader in fostering motivation. Experts have submitted many theories about motivation. This paper will only look at how motivation and its relationship with employee performance and productivity are viewed

from various perspectives (ideas). Apart from the motivation of human resources, it can also be seen in the competencies possessed by each employee. Motivation and competence have a close relationship with performance. According to Morgan et al. (2019); Rosmaini & Tanjung (2019), the conceptual definition of a person's competence refers to job maturity (ability) and psychological maturity (willingness) that can direct one's behavior. The agency used as the research object is the Social Service of South Sulawesi Province. At the Social Service of South Sulawesi Province, there are 162 civil servants (PNS) and 50 non-PNS/honorary employees who are recorded in 5 (five) workplaces, namely one secretary, Division 1 in the realm of Social Protection and Security, Field 2 in the realm of Social Rehabilitation, Section 3 in the realm of Social Empowerment, and Section 4 in the domain of Handling the Poor. The last education of Civil Servants at the Social Service is still the dominant employee who is a high school graduate (SMA) who is recruited from honorary employees who are in Category 1 and 2 (K1 & K2), so it is necessary to improve the quality of motivation and competence in this agency. The increase in human resources can enhance the quality of work and these institutions.

The civil servants at the Social Service Office receive an allowance from the local government of IDR 2,000,000, subject to a tax deduction according to the people who receive it. The budget is also subject to a conclusion if the civil servant is late to attend, which can be known through an electric fingerprint attendance machine. The work schedule of civil servants at the Social Service of South Sulawesi Province is on Monday from 07.30 – 16.00 WITA, Tuesday to Thursday from 08.00 – 16.30 WITA, and Friday from 07.30 – 16.30 WITA. Electric fingerprint attendance is carried out three (3) times a day in the morning, afternoon, and evening when returning home. Even with the allowance, some employees pay less attention to their functions; sometimes they only do fingerprint attendance after leaving the office, which reduces the agency's performance. Performance at the Social Service of South Sulawesi Province is still not optimal due to employees who still like to delay work so that the results of the work are less than optimal; there are still less productive employees; for example, some employees are late for office, in community services that are less than optimal; and the tendency to delay work so that it can hamper office activities There are employees who come only for attendance and go straight home, don't go into the room. Some still ignore the quality of the work being done, such as modest work. There are still many things that need to be improved. The factors that cause them are the readiness of human resources and management in the agency, and this is the reason why this problem is significant to be researched and will provide the basis for improving employee performance; in this case, what needs to be developed is competence and motivation in employees.

Based on the background described above, the problem is regarding the influence of motivation and competence on performance. These problems can be formulated as follows: 1). Does the motivation variable affect the performance of employees at the Social Service Office of South Sulawesi Province; 2). Does the competency variable affect employee performance at the South Sulawesi Provincial Social Service Office?

**Table 1: Data Summary**

<b>Subject</b>	Human Resource Management
<b>Specific subject area</b>	Human Resource Management, Motivation, Competence, Employee Performance
<b>Type of data</b>	Table and Figure
<b>How data were acquired</b>	Survey
<b>Data format</b>	SPSS
<b>Parameters for data collection</b>	The sample is 116 employees at the Social Service of South Sulawesi Province
<b>Description of data collection</b>	This research was carried out using a quantitative descriptive approach to obtain a complete picture of the variables studied. The variables observed were the influence of motivation and competence on employee

	performance at the Social Service of South Sulawesi Province. This type of research is a survey, namely analyzing the data needed to support the research discussion in solving and answering the problems that have been formulated. The implementation of this research is estimated to take approximately 2 (two) months.
<b>Data source location</b>	South Sulawesi Provincial Social Service

### Value of the Data

- To test and analyze the effect of motivation on employee performance
- To test and analyze the effect of competence on employee performance

### Data Description

This research was carried out using a quantitative descriptive approach to obtain a complete picture of the variables studied. The variables observed were the influence of motivation and competence on employee performance at the Social Service of South Sulawesi Province. This type of research is a survey, namely analyzing the data needed to support the research discussion in solving and answering the problems that have been formulated. The implementation of this research is estimated to take approximately 2 (two) months. This research was carried out at the Social Service of South Sulawesi Province because, in the agency, there is still a lack of training for civil servants to improve competence for new employees and unproductive civil servants, and some employees are late for office even though they have used fingerprints for civil servants. The population in this study were employees of the Social Service of South Sulawesi Province, both civil servants, as many as 162 people. The researcher uses the Slovin formula because, in sampling, the number must be representative so that the research results can be generalized. The calculations do not require a table of the number of samples but can be done with simple formulas and calculations. Using the Slovin formula, the number of samples obtained is 115. From the results obtained above, the technique used for sampling is the total sampling technique. The method of analysis used multiple linear regression.

**Table 2: Sample Study**

No	Position	Population	Sample
1	Echelon III	5	3
2	Echelon IV	15	11
3	Non-Echelon	142	101
	<b>Total</b>	<b>162</b>	<b>115</b>

**Table 3: Identity of Respondents by Gender**

No	Gender	People	Percentage
1.	Man	68	59,10%
2.	Woman	47	40,90%
	Total	115	100%

**Table 4: Identity of Respondents by Age**

No	Age Group (Years)	People	Percentage
1	20 – 30	32	27,82%
2	31 – 40	47	40,86%
3	41 – 50	21	18,26%
4	51 – 58	15	13,04%
	Total	115	100%

**Table 5: Identity of Respondents by Education**

No	Category	Orang	Percentage
1	Junior High School	4	3,47%
2	High School	24	20,86%
3	Diploma III	28	24,34%

No	Category	Orang	Persentase
4	Diploma IV/ Bachelor	44	38,26%
5	Magister	15	13,04%
	Total	115	100.00%

**Tabel 6: Identitas Responden Menurut Golongan**

No	Kategori	Orang	Persentase
1	Gol I	4	3,47%
2	Gol II	39	33,91%
3	Gol III	50	43,47%
4	Gol IV	22	19,13%
	Total	115	100%

**Table 7: Frequency and Percentage of Motivational Responses**

Indicator	Respondent's Answer Score					Mean
	5	4	3	2	1	
Fulfilling the needs of you and your family.	40 (34,78%)	63 (54,78%)	12 (10,43%)	0 (0,00%)	0 (0,00%)	4,24
You get a sense of security in the work environment	41 (35,65%)	70 (60,87%)	4 (3,48%)	0 (0,00%)	0 (0,00%)	4,32
The relationship between superiors and staff is good and not rigid.	49 (43,98%)	61 (53,04%)	5 (2,61%)	0 (0,00%)	0 (0,00%)	4,40
Giving awards to employees who excel / exemplary.	51 (44,35%)	61 (53,04%)	3 (2,61%)	0 (0,00%)	0 (0,00%)	4,43
Recognition of ability in assigning tasks.	50 (43,48%)	58 (50,43%)	7 (6,09%)	0 (0,00%)	0 (0,00%)	4,38
						4,35

**Tabel 8: Frekuensi dan Persentase tanggapan Kompetensi**

Indicator	Respondent's Answer Score					Mean
	5	4	3	2	1	
Training can increase knowledge in improving your performance	71 (61,74%)	44 (38,26%)	0 (0,00%)	0 (0,00%)	0 (0,00%)	4,61
The skills you have can be realized on the job	42 (36,52%)	68 (59,13%)	4 (3,47%)	1 (0,87%)	0 (0,00%)	4,32
You can adhere to social values in carrying out work	43 (37,39%)	71 (61,74%)	1 (0,86%)	0 (0,00%)	0 (0,00%)	4,37
You can respond to the work given by your boss	39 (33,91%)	75 (65,22%)	1 (0,87%)	0 (0,00%)	0 (0,00%)	4,34
You have high confidence in doing work	37 (32,17%)	73 (63,48%)	5 (4,34%)	0 (0,00%)	0 (0,00%)	4,29
						4,39

**Tabel 9: Frekuensi dan Persentase tanggapan Kinerja**

Indicator	Respondent's Answer Score					Mean
	5	4	3	2	1	
The work given by the boss can be done well	51 (44,35%)	62 (53,91%)	2 (1,74%)	0 (0,00%)	0 (0,00%)	4,43
You always improve the quality of the work you are given	37 (32,17%)	75 (65,22%)	3 (2,61%)	0 (0,00%)	0 (0,00%)	4,30
You complete the work on time as determined by the boss	35 (30,41%)	70 (60,87%)	10 (8,70%)	0 (0,00%)	0 (0,00%)	4,22
In carrying out tasks according to the position you have.	33 (29,20%)	65 (57,52%)	8 (7,08%)	7 (6,19%)	0 (0,00%)	4,10
You can do office work without asking others for help	13 (11,30%)	58 (50,43%)	34 (29,5%)	9 (7,83%)	1 (0,87%)	3,64
						4,14

**Table 10: Summary of Multiple Regression Analysis Results**

Independent variable	Regression coefficient	t test statistic	Significance (Prob)
Motivation (X1)	0,001	0,019	0,985
Competence (X2)	0,573	9,455	0,000
Correlation coefficient (R)	0,573		
Coefficient of Determination (R <sup>2</sup> )	0,329		
F-calculated	46,786		
Sig. Simultan	0,000		
Constant (b0)	1,186		

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