The Effect of Employee Competence and Motivation on Employee Performance

Puspita Wulansari, Anggita Ulfazia Rahmi
School of Economic and Business
Telkom University
Bandung, Indonesia
i_am_pipit@yahoo.com

Abstract—**The purpose of this study is to recognize competence, motivation and employee performance and the influence of competence and motivation both simultaneously and partially on employee Data collection method was conducted with questionnaire to 56 respondents. Analysis data used in this study was multiple linier regression. Result showed that competence and motivation simultaneously and partially has significant effect on employee performance.**

Keywords—competence; motivation; employee performance; human resource management

I. INTRODUCTION

Many companies are successful because they have employees with a good quality. One factors that influences the success rate of an organization is employee performance. Sudarmanto stated that the success of an organization is supported by human resources who have a good performance [1,2]. Employee is a key element of the organization where they can make company success or failure [3].

There are factors related to employee performance in an organization. Many scholars have conducted research about what factors that effected employee performance, those are competence and motivation. This is in line with research Mohklas, namely simultaneously influential competency and motivation variables positive and significant on employee performance [2]. Similar research has been conducted by Safwan et al. on Pidie Jaya district financial management that competence and motivation together affect performance [3].

Relation of competence with performance has been proven in various studies [4,5], the relationship between competencies and their relevance performance exists and very accurate, even if they want to improve employee performance is expected to have competencies that suitable with employee duties.

Amianti and Supriyanto, Larasati and Alini has revealed that working motivation were has a significance correlation to performance [6,7].

In order to improve employee performance it is important to examine whether competency and motivation can improve their employee performance.

II. LITERATURE REVIEW

A. Employee Performance

Employee Performance means employee productivity and output as a result of employee development. Employee performance will ultimately affect the organizational effectiveness [3].

B. Competency

Competencies, referring to "an individual's demonstrated knowledge, skills or abilities" [8]. *Competency* should be defined as a person-related concept referring to the dimensions of behavioural actions that are supporting competent performance, while *competence* relates to an individual's ability to meet a range of externally agreed standards. However, these two discrete concepts may also be complimentary [9].

Competency-based approach to human resource management has become integral during the last thirty years, with "competency" concept involving, knowledge, skills, attitude, traits, and behaviours that allow individuals to perform tasks within a specific function or job [10].

In this study, the object of research was employee of Education Department with 124 populations. And sample used in this study were 56 respondents.

To measure the effect, use multiple linear regression analysis using SPSS 23. The whole item of questionnaire has tested its reliability and validity. In addition, the classical test (normality, heterokedacity, and multicolinearity) is also done to ensure that the available data is feasible to be measured regressionally.

The method used is descriptive analysis and explanatory to the results of research obtained through questionnaires and interviews. This method is expected to describe how employees view competency obtained, how the level of employee motivation, and how it relates competency and motivation with their motivation.

III. METHOD

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IV. RESULTS AND DISCUSSION

A. Respondents Characteristics

The demographics characteristics for respondents result are shown on table 1. Gender shows, there were 62.5% male and 37.5% were female. This matter due to the scope of Education Departmen for development on Kuningan district education sector, that have to be able to reach remote areas so that they can be managed properly, roles are needed and the dominant one from men.

Age characteristics showed, most have age 35- 40 years of 27% or 15 employees, this is because The Education Departmen considers that 35-40 years old are still productive to work.

Characteristics of respondents based on more education levels in S1 with presentation 44.6% or as many as 25 employees. P this shows that Education Departmen gave opportunity for graduate graduates to be able to contribute maximally towards his duties and work.

TABLE I.   RESPONDENTS CHARACTERISTICS

	Description	Percent
Gender	Male	35
	Female	21
	25 - 30 years	6
Age	30 - 35 years	12
	35 - 40 years	15
	more than 40 years	23
	High school	6
Qualification	Undergraduate	14
	Graduate	25
	Post Graduate	11
Total Years of	Less than 1 year	2
	1 - 2 years	3
Experience	2 - 3 years	10
	more than 3 years	41

And last the characteristics of respondents based on the most working time are employees who have worked for more than 3 years with a percentage of 73.21% or as many as 41 employees. This means that many employees have already long working in Education Department and certainly having experience in completing the work.

B. Descriptive Analysis

Based on the results of the descriptive analysis, the competence is in high level category with a score of 77.02%, This means that employees of the Education Departmen district have good competence. Motivation variable is in high level category with a percentage of 75.4%, meaning the motivation of the Education Departmen in work is high. Employee performance is in a high category, meaning employee performance Education Departmen is high with a percentage of 75.4%.

C. Multiple Linier Regression Analysis

TABLE II.   MULTIPLE LINIER REGRESSION ANALYSIS

Coefficients [a]				
	Unstandardized Coefficients			
Model	**B**	**Std. Error**	**t**	**Sig.**
1 (Constant)	0.513	0.279	1.839	0.072
X1	0.439	0.139	3.165	0.003
X2	0.406	0.139	2.921	0.005

Based on the result of SPSS 23 processing in table 2, it can be written multiple regression equation as follows:

$$Y = 0.513 + 0.439X_1 + 0.0406X_2$$

D. Hypotheses Test

1) F test: The calculated F value of SPSS processing is 34.442. The value at Ftable with $\alpha = 0.05$ and dF1 = (k-1 = 2), df2 = (n-k = 53) is 3.17. From this value, the results obtained Fcount (34.429)> Ftable (3.17) so that Ho is rejected, and the significance value in the calculation (Sig.) of 0.00 <0.05 means that there is a positive and significant influence between employee competency and motivation on the performance of Disdikpora Employees in Kuningan District.

This result in line with previous scholars Mohklas, Yustiawan and Nurhikmayanti [3], Safwan and Abdullah [5].

2) T test: For competency variables, t count (3.165)> t table 2.00665), and the value of sig. 0.003 <0.05 means that Ho is rejected. When viewed in the multiple linear regression equation, the value of the variable X1 coefficient is positive (+). So you can It was concluded that partially competency had a significant effect on the performance of the District Education Office staff Brass. The magnitude of the influence of competence is 42% on the performance of Education Departmen.

For Motivation variables, t count (2.921)> t table (2.00665), and sig value. 0.005 <0.05 means that Ho is rejected meaning Ho is rejected. When viewed in the multiple linear regression equation, the variable coefficient value X2 is positive (+). So it can be concluded that partially work motivation has a significant effect on employee performance

Education Departmen. The magnitude of the effect of motivation is 38.8% on the performance of Disdikpora employees Kuningan District.

E. Coefficient Determination

TABLE III.   COEFFICIENT DETERMINATION

Model Summary [b]					
Model	*R*	*R Square*	*Adjusted R Square*	*Std. Error of the Estimate*	*Durbin-Watson*
1	.752[a]	.565	.549	.31635	2495

The coefficient of determination (R2) in this observation is 0.565 or 56.5%. From this value can interpreted that employee competency and work motivation have a simultaneous effect of 56.5% on employee performance in the Disdikpora Kuningan District and the remaining 43.5% is influenced by other variables than employee competency and work motivation.

V. FUTURE RESEARCH

Future research for this study, is can further examine more independent variable in the relationship with employee performance. And maybe in this study was limited with only Disdikpora Kuningan District, on the further research can be conducted in other Department of Government agency. Because it is already well known in government service, competency and motivation still not variable that considered by leader to assess the employee performance.

For further research methodology research can be used with other methodology such as smart pls, which is more explore more sophisticated data.

VI. CONCLUSION

From this study can be concluded that relationship between competency and motivation on employee performance in Education Department was have a positive and significance relationship as simultaneously. And as partially relationship motivation and competence effected on employee performance.

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