The Influence of Competence, Motivation and Work Environment on Employee Performance of PT. Nunukan Bara Sukses

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Abstract - The Influence of Competence, Motivation and Work Environment on Employee Performance of PT. Nunukan Bara Sukses. The purpose of this study was to determine and analyze the influence of competence, motivation, and work environment on employee performance at PT. Nunukan Bara Sukses Nunukan Regency. The respondents involved in this study were 34 employees, and the sample used in this study was a saturated sample. Data collection was done by distributing questionnaires, and data analysis methods were carried out using multiple linear equation analysis with the help of SPSS version 25 software. The results of data processing, the t test value of each independent variable on the dependent, for the effect of the competency variable (X1) on employee performance (Y) is t count 2.646 > t table 2.0422, it can be concluded that H1 is accepted, meaning that there is an influence of competence on performance. As for the motivation variable (X2) on performance (Y), t count 2.186 > t table 2.0422, it can be concluded that H2 is accepted, meaning that there is an influence of motivation on employee performance, while the work environment variable (X3) on performance (Y) is t count -0.014 > t table 2.0422, it can be concluded that H3 is rejected. The F test value from data processing results can be calculated. F count: 7, 531 > F table: 2.91 It can be concluded that H4 is accepted, meaning that there is a simultaneous and significant influence between competencies (X1), motivation (X2), and work environment (X3) on employee performance (Y). The variables of competence, motivation, and work environment have an influence of 37.3 percent, and 62.7 percent are influenced by other variables that are not examined by researchers.

Keywords: Competence, Motivation, Work Environment, Performance

I. INTRODUCTION

The role of human resources is very important in company activities, so companies should manage human resources as well as possible, because the key to a company's success is not only in technological excellence and the availability of funds, but also in the human sector. Human resource management as a strategic function that not only builds organizational performance, but also looks ahead and creates a competitive advantage. HR quality can be measured from employee performance. Performance basically includes mental attitudes and behaviors that always have the view that the work being carried out at this time must be of higher quality than the execution of past work, for the future to be of higher quality than at present. Performance can be influenced by competence, motivation and work environment.

Competence is a fundamental characteristic of an individual related to the reference criteria for effective performance in a job or situation. A person is said to be competent in a field or job if he meets certain criteria set as standards, both in terms of knowledge, skills and attitudes. Likewise with motivation which is a driving force from within a person's heart to do or achieve a goal. In addition to competence and motivation, the work environment is also one of the factors that influence employee performance because the work environment is the environment where employees carry out their daily work. A conducive work environment provides a sense of security and allows employees to work optimally.

One of the companies in Nunukan, namely PT. Nunukan Bara Sukses is a company engaged in oil palm plantations which has its head office in Tarakan, which is one of the largest companies in Nunukan district, has more than 14,000 hectares of plantation land in Sebuku sub-district and other areas. This company has started its activities since 2011. Factors affecting employee performance at PT. Nunukan Bara Sukses is ability, this ability factor is a variable of competence. The basic problem where employee competence can be seen from their educational background, employees of PT. Nunukan Bara Sukses is classified as more in the administration field, while some employees have competency expertise in the field of lecture majors that have been implemented. Employees are required to do work where the work does not fall within the competence or expertise of the employee. Not only competence, motivation also has an impact on the performance of employees of PT. Nunukan Bara Sukses. The motivation that exists in the employees of PT. Nunukan Bara Sukses determines the company's performance is achieved

because of the provision of motivation from superiors, co-workers, and encouragement from oneself. In addition to the lack of competence, low employee motivation also results in decreased employee performance so that sales targets have not achieved optimal results. PT. Nunukan Bara Sukses is lacking because the salary received by employees is felt to be unable to meet the needs of employees with six working days. In addition to salary problems, the lack of incentives for employees also includes low work motivation. other factors such as the work environment also have an impact on the performance of employees of PT. Nunukan Bara Sukses. Work environment at PT. Nunukan Bara Sukses can affect employee performance because in the work space each division does not have its own space in the sense that the office of PT. Nunukan Bara Sukses uses the concept of an open spatial office where all divisions are in the same room without any dividing walls and only limited by the desks of each division.

II. LITERATURE REVIEW

A. Performance

According to Moeheriono (2012: 95), performance is a description of the level of achievement of the implementation of a program of activities or policies in realizing the goals, objectives, vision and mission of the organization as outlined in an organization's strategic planning

According to Bernardin & Russel (2003) several performance indicators can be used to measure employee performance, including:

- Quality
- Quantity
- Timeliness
- Cost effectiveness
- Interpersonal impact

The factors that affect performance according to Handoko (2001: 193), namely:
- Motivation
- Job satisfaction
- Stress Level
- Working Conditions
- Compensation system
- Job design

B. Competence

According to Boyatzis in Priansa (2014), defines that competence is the capacity that exists in someone who can make that person able to fulfill what is implied by work in an organization so that the organization is able to achieve what is expected. The competency indicators according to Lyle Spencer and Signe Spencer in Sudarmanto (2015: 53), namely:
• Attitude
• Knowledge
• Ability (Skill)

C. Motivation

Motivation is a factor that encourages to do a certain activity. Indicators of employee motivation according to Sagir in Siswanto (2005, p. 122-124) are:
• Performance
• Award
• Challenge
• Responsibility
• Development
• Engagement
• Chance

D. Work Environment

According to Sedarmayanti (2011), the work environment is the overall tools and materials encountered, the environment in which a person works, work methods, and work arrangements both individually and in groups. According to Sedarmayanti (2009:28), the indicators of the work environment are as follows:
• Workplace lighting;

- Air circulation in the workplace;
- Noise at work;
- Odors in the workplace;
- Safety at work

E. Framework of Mind
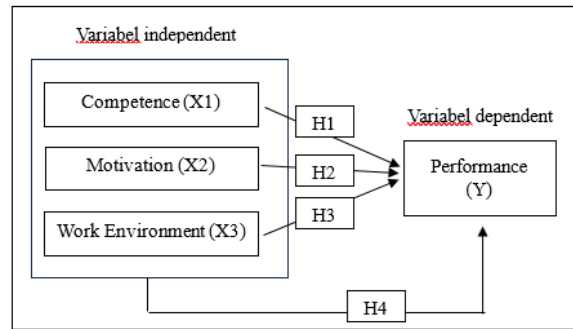
The following is a framework that will be discussed:

Figure 1 : Framework of Thought

Based on the picture above, it can be seen that the independent variable (X) consists of competence (X1), motivation (X2), and work environment (X3), while the dependent variable (Y) is employee performance, which means competence (X1). Motivation (X2) Performance (Y) H Dependent variable: 1 H2 H3 Work Environment (X3) Independent variable 33: Work stress and work environment affect employee job satisfaction at PT. Nunukan Bara Sukses

F. Hypothesis

The hypothesis of this research is :
- Competence has a significant effect on employee performance.Hypothesis
- Motivation has a significant effect on employee performance.Hypothesis
- The work environment has a significant effect on employee performance.Hypothesis
- Competence, motivation, and work environment simultaneously and significantly influence employee performance.

III. METHODOLOGY

A. Type of Research

In this research, the type of research used is quantitative research, where, according to Wiratna Sujarweni (2015), quantitative research is a type of research that produces discoveries that can be achieved (obtained) by using statistical procedures or other methods of quantification (measurement).

B. Research Variables

Independent variables are a number of symptoms or factors that influence the emergence of other factors (Sugiyono, 2014). In this study, the independent variables were competence (X1), motivation (X2), and work environment (X3).

The dependent variable is a number of symptoms or factors that appear and are influenced by the independent variables. Sugiyono (2015). In this study, the dependent variable is performance (Y)

C. Population and Sample

The population used in this study were employees of PT. Nunukan Bara Sukses, which consists of 40 (or forty) employees. The sample for this research is made up of employees of PT. Nunukan Bara Sukes, which has a total of 34 employees. Sampling in this study is done with a saturated sample.

D. Scale Measurement

In this study, researchers used a Likert scale measurement.

Table 1: Calculations Using the Likert Type

Scale	Score
Strongly agree	5
Agree	4
Neutral	3
Don't agree	2
Totally disagree	1

E. Data Analysis Techniques

To support the research results, the research data obtained will be analyzed with statistical tools with the help of the program. Test the data using multiple linear regression tests. Hypothesis test using the t test and simultaneous test Testing between variables using a test of determination

IV. RESEARCH RESULTS AND DISCUSSION

A. Research Results

Based on the results of the data test that has been carried out by the author, it can be explained that after testing the validity and reliability of each statement item from each statement indicator used, it is declared valid and reliable, as evidenced by the calculated r value of each item> r table, the value significant for each item < 0.05, and the Cronbach's alpha value for each statement item > 0.6. Then, based on the results of the descriptive analysis test, it can be seen that the level of competence has increased and employee performance has also increased because, in descriptive analysis based on age, it can be seen that respondents the most, namely those aged 26–35 years and 70 based on gender, are men. At the age level of 26–35 years, men have a high level of competence because at that age, employees are required to do a lot of work, and it is a challenge for male employees to learn and gain performance.

Based on the results of the hypothesis test conducted by the researcher, it can be seen that the partial test shows that competency has an influence on employee performance at PT. Nunukan Bara Sukses. This is proven through the partial test for the first hypothesis of the competency variable (X1), where the results of the partial test (t) show a significant value of 0.013, which is less than 0.05, and the calculated t value is 2.646 greater than t table 2.0422, as well as the second hypothesis variable, motivation (X2), where the results of the partial test (t) show a significant value of 0.037, which is less than 0.05, and the calculated t value is 2.186 greater than t table 2.0422, while the work environment (X3) has no effect on employee performance at PT Nunukan Bara Sukses. This is proven through the partial test for the third hypothesis of the Work Environment variable (X3), where the results of the partial test (t) show a significant value of 0.989 greater than 0.05 and the calculated t value is -0.014 less than t table 2.0422. From the results of the t (partial) test of each independent variable (X) on the dependent variable (Y), it can be concluded that H0 from H1 and H2 is rejected, while H0 from H3 is accepted. So H1 and H2 are accepted, and H3 is rejected.

The results of simultaneous hypothesis testing show that competence, motivation, and work environment have an influence on employee performance at PT. Nunukan Bara Sukses. It can be seen from the output results for the F test that after viewing the significance value or comparing the calculated F value with the F table, the significant value for the effect of competence (X1), motivation (X2), and work environment (X3) simultaneously on employee performance (Y) is 0.001 <0.05 and the calculated F value is 7.531 > F table 2.91, so it can be concluded that there is a significant and simultaneous influence between competence, motivation, and work environment on employee performance at PT. Nunukan Bara Sukses. Based on the results of the R2 test, it can be explained that competence, motivation, and work environment have an influence on employee performance at PT. Nunukan Bara Sukse simultaneously. This can be shown in the form of a percentage of the adjusted R Square results that is equal to 0.373 (37.3%) at PT. Nunukan Bara Sukses, and 62.7 percent were not studied by researchers.

B. Discussion

Based on the results of the analysis carried out by researchers using the SPSS tool, it can be concluded as follows:
• Competence has a significant influence on the performance of employees at PT. Nunukan Bara Sukses. The better the competence of employees, the better their performance
• Motivation has a significant influence on employee performance at PT. Nunukan Bara Sukses. Employees who get motivated at work will improve their performance in the company
• The work environment has no significant influence on the performance of employees at PT. Nunukan Bara Sukses. This is because employees are able to adapt to the work environment at the company.
• Competence, motivation, and work environment simultaneously have an influence on the performance of employees at PT. Nunukan Bara Sukses.

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