

CONTRIBUTION OF HUMAN RESOURCES COMPETENCE AND SUPERVISION TO THE PERFORMANCE OF EMPLOYEES IN THE BAGIAN PERSIDANGAN DAN PROTOKOL SEKRETARIAT DEWAN PERWAKILAN RAKYAT DAERAH KABUPATEN TULANG BAWANG

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Abstract. *The purpose of this study was to determine the influence of competence and supervision on employee performance. The hypothesis in this study is that there is an influence of competence and supervision either partially or simultaneously on employee performance. The sample used in this study amounted to 36 employees. Data collection techniques include observation, documentation and questionnaires. The data analysis method used a quantitative approach with the help of SPSS version 21.0 statistical tools including the calculation of the validity test, reliability test, linear regression test, t test, F test and coefficient of determination test. The results of testing the hypothesis of the influence of competence on performance partially show that competence has a positive influence on performance with a contribution of 50.6%. Supervision has a positive influence on performance with a contribution of 41.3%. Simultaneous hypothesis testing shows that competence and supervision together have a positive influence on performance with a contribution of 54.6%, while the remaining 45.4% is a variation of other variables not examined.*

Keywords: *competence, supervision, performance*

KONTRIBUSI KOMPETENSI SUMBER DAYA MANUSIA DAN PENGAWASAN TERHADAP KINERJA PEGAWAI BAGIAN PERSIDANGAN DAN PROTOKOL SEKRETARIAT DEWAN PERWAKILAN RAKYAT DAERAH KABUPATEN TULANG BAWANG

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Abstrak. *Hipotesis pada penelitian ini adalah ada pengaruh kompetensi dan pengawasan baik secara parsial maupun secara simultan terhadap kinerja pegawai. Sampel yang digunakan pada penelitian ini berjumlah 36 pegawai. Teknik pengumpulan data meliputi kegiatan observasi, dokumentasi dan angket. Metode analisis data menggunakan pendekatan kuantitatif dengan bantuan alat statistik SPSS versi 21.0 meliputi perhitungan uji validitas, uji reliabilitas, uji regresi linier, uji t, uji F dan uji koefisien determinasi. Hasil pengujian hipotesis pengaruh kompetensi terhadap kinerja secara parsial menunjukkan bahwa kompetensi berpengaruh positif terhadap kinerja dengan kontribusi sebesar 50,6%. Pengawasan berpengaruh positif terhadap kinerja dengan kontribusi sebesar 41,3%. Pengujian hipotesis secara simultan menunjukkan kompetensi dan pengawasan secara bersama-sama berpengaruh secara positif terhadap kinerja dengan kontribusi sebesar 54,6%, sedangkan sisanya sebesar 45,4% merupakan variasi variabel lain yang tidak diteliti.*

Kata Kunci: *kompetensi, pengawasan, kinerja*

INTRODUCTION

The phenomenon that occurs regarding the competence of employees in the sessions and Protocols of the Sekretariat of the Regional House of Representatives Tulang Bawang Regency is there are still personnel occupying positions that do not match the field of work with educational background, as shown in the following table.

From the Sumber : Sekretariat DPRD Kabupaten Tulang Bawang 2020 explains that the employees who occupy the position of the Session and Protocol Section come from various kinds of disciplines, namely economics, law, and computer science.

But actually, the task of the trial and protocol is the personnel who have the background in the discipline of communication science because the protocol task must understand the science of communication about the procedures for an event, starting from preparation, implementation to evaluation. Other factors that also support the success of employee performance are: supervision is one of the managerial functions, namely correcting activities and achievements of subordinates so that the business achieves the goals that have been set achieved. This is as expressed by Sarwoto (2010: 297) that "Supervision is to make sure that the work is carried out" following the established plan and the desired results.

Supervision is defined as something very essential in organizational life to ensure that the activities carried out do not deviate from the predetermined plan. Supervision very much closely related to other management functions, namely the planning function (planning), because supervision is a systematic effort in guarantee that all activities carried out in a company, agency, or organization

must run based on the plans made previously set.

The primary purpose of supervision is to ensure that what is planned to become a reality, meaning that the implementation of the work is by the instructions that have been issued, and to find out the weaknesses as well as the difficulties encountered in implementing the plan based on the these findings can be taken action to correct them, both then and in the future.

Another problem is in the control factor that has not been running maximum, i.e. supervision activities have not been carried out in a structured and comprehensively on every employee, so the results have not been used as the basis forevaluation material for the implementation of work that does not meet the standardsapply.Problems faced by the Trial and Protocol Section of the Sekretariat

The DPRD of Tulang Bawang Regency, as described above, is real impact on the level of employee performance, this can be seen in the following table.

Based on the table above, it can be explained that of the four goals: performance that was proclaimed, not one of which has been achieved 100%. Achievement. The highest level is in the target of increasing services to DPRD members in the field of financial administration correctly and accurately, that is equal to 87.5%, while the lowest achievement is on the target of carrying out the tasks appropriately given and correctly, which is equal to 71.4%. Form of performance achievement. This sub-optimal organization is a strong indication that employee performance not yet at the maximum point.

Based on the description of the background of the problem above, then for

knowing the truth of HR competence and supervision contributes to employee performance, then the author will research with the title: "The Contribution of Human Resource Competence and Supervision to Employee Performance in the Session and Protocol Section of the Council Secretariat Regional People's Representative of Tulang Bawang Regency

THEORETICAL BASIS

Definition of Competence

According to Boulter in Sulistiyani and Rosidah, (2013:11), Competence is a fundamental characteristic of a person who enables employees to deliver superior performance in her job. Based on the description above, the meaning of competence contains a deep and inherent part of the personality of a person with predictable behaviour on various job conditions and tasks. Predict who will perform well and unfavourable can be measured from the criteria or standards used.

Moehariono (2013:3) describes the definition of competence as a following:

- a. Underlying characteristics, competence is part of the personality that is deep and inherent in a person and has deep and inherent behaviour in a person and has predictable behaviour in various work assignments.
- b. Causal relationship (causally related) means that competence can cause or be used to predict a person's performance. If you have high competence, you will also have high performance (as a result).
- c. Criteria (criteria referenced), which is used as a reference, that competence will actually predict someone can work well, must be measurable, specific, or standardized.

The right competence is the determining factor achievement excellence can be owned by the organization if it has a solid foundation, which is reflected throughout processes that occur within the organization. This means that the organization must have a strong and appropriate core competency with its core business. Core competencies are those that all organisation members should own, which makes members of the organization different from other organizations. Core competencies are usually components of the organization's mission and culture. Core competencies must be strengthened by the competencies department or division in the organization.

Definition of Supervision

It is a common opinion that the effectiveness of implementation of all activities in a public institution and private institutions, it is very necessary to have supervision to increase efficiency and professionalism implementation of various institutional programs so that they can deliver results following pre-determined plans previously.

Robbins (2010:160) states that "Controlling is a process control to ensure that work is completed according to the plan that has been set and improve everything form of deviation." From the various definitions stated by these experts show that supervision is very closely related to other management functions, namely the planning (planning), because supervision is an effort that is systematic in ensuring that all activities carried out carried out in a company or agency or organization must run according to a pre-determined plan.

The main purpose of supervision is to see that what was planned came true. Manullang, (2014: 173) stated to be able actually to realize the main goal. Therefore, supervision at the first stage aims to ensure the execution of work following the instructions that have been

issued, and to know the weaknesses and difficulties faced. The purpose of supervision, according to Nawawi (2015: 26) states that the sense of embedded control is to prevent early problems of corruption, abuse of authority, leakage and waste of wealth and finance State, illegal collection, and various acts of abuse others within the government apparatus in carrying out their duties general government and development tasks.

RESEARCH METHODS

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In this study, the types of data required are:

1. Primary Data, namely data collected and processed by the researcher directly from the respondent. In this study, primary data were obtained by how to give a questionnaire (questionnaire) to respondents, namely employees at Session Section and Protocol of the DPRD Secretariat of Tulang District Onion.
2. Secondary Data is data obtained from other parties who have processed or publish primary data as obtained from the Annual Report Session Section and

Protocol of the DPRD Secretariat of Tulang District Bawang, web site for the Session and Protocol Section of the DPRD Secretariat Tulang Bawang Regency, Scientific Magazines, Bulletins and so on.

Algifari (2013: 86) explains that statistics are ways the scientific method used to collect, process, analyze, and interpret data in the form of numbers, then draw conclusions on the data, where the data is presented in the form of tables, graphs, or pictures. Statistical data processing in this study with using a computer program application or Statistical Product software and Service Solution (SPSS) for Windows version 21.

RESEARCH RESULTS AND DISCUSSION

Simultaneous calculation of the influence of competence variables (X1) and monitoring (X2) together (simultaneously) on the variable employee performance (Y) at the DPRD Secretariat of Bone Regency Onions through the results of calculations through the SPSS 18 Program as follows :

Perhitungan Regresi Ganda antara Kompetensi, Pengawasan dan Kinerja		
Konstan (a)	Koefisien Regresi (b1x1)	Koefisien Regresi (b2x2)
12.021	0,438	0,263

Sumber : data diolah (2021)

Based on the table above, then enter the equation:

$$Y = 12.021 + 0.438X_1 + 0.263X_2.$$

1. Every time there is an increase in the value of the competency variable by one point, the performance will increase by 0.438 points.
2. Every time there is an increase in the value of the monitoring variable by one point, then the performance will increase by 0.263 points.

Based on the information above, conclusions can be drawn that the value of the regression coefficient $X_1 = 0.438$ is greater than regression coefficient $X_2 = 0.263$. This shows that the effect of the competence variable is higher or more dominant than supervision in improving employee performance at the Secretariat The DPRD of Tulang Bawang Regency.

After knowing the direction of multiple linear regression between competence and supervision of performance, then the steps The next step is to prove whether there is a variable effect independent of the dependent variable simultaneously through the F . test table the following.

Uji Hipotesis Kompetensi dan Pengawasan secara Simultan terhadap Kinerja

F Hitung	Signifikansi
18,624	0,000

(Sumber : Olah data 2021)

From the ANOVA test or F test, the F count is 18.624 greater than the F table value at 36 db at the significance level $=0.05$, which is 3.267 ($18.624 > 3.267$). Then from the table in above, a significance value of 0.000 is obtained because the probability is much higher less than 0.05, then competence (X_1) and supervision (X_2) together (simultaneously) affect the performance (Y) of employees at the DPRD Secretariat of Tulang Bawang Regency. With Thus, the hypothesis is proposed, which states: There is influence between competence (X_1) and supervision (X_2) on the performance (Y) of employees at the DPRD Secretariat Tulang Bawang Regency can be proven or accepted based on the results of the analysis carried out above.

The magnitude of the influence of competence and supervision variables on performance can be seen in the coefficient of determination table following.

Perhitungan Koefisien Determinasi secara Simultan

R	R Square
0,739	0,546

(Sumber : Olah data 2021)

Coefficient of Determination (KD)
 $= R = 0.7392 = 0.546 = 0.546 \times 100\% = 54.6\%$. So it can be concluded that the magnitude of the influence of competence and supervision on employee performance by 54.6% and the remaining 45.4% due to adjustment of factor others that the authors did not examine in this study.

Hypothesis in this study is proven based on the survey results, which shows that the multiple linear regression equation $Y = 12,021 + 0.438X_1 + 0.263X_2$. This means that every time there is an increase in the value of the variable competence by one point, then the performance will increase by 0.438 points. every time there is an increase in the value of the monitoring variable by one point, the performance will increase by 0.263 points. The f value count of 18.624 is greater than the value of F table at 36 db at the significance level $=0.05$, which is 3.267 ($18.624 > 3.267$). Then from the table above obtained a significance value of 0.000 because the probability is much smaller than 0.05, then competence (X_1) and supervision (X_2) together (simultaneously) affect the performance (Y) of employees at the DPRD Secretariat Bone District.

Value of Coefficient of Determination (KD) $= R = 0.7392 = 0.546 = 0.546 \times 100\% = 54.6\%$. So it can be concluded that the influence of competence and joint supervision of employee performance by 54.6% and the remaining 45.4% due to adjustments for other factors that are not written by the author careful in this research such as work environment, leadership, competence, work culture, compensation, education, training, facilities infrastructure and so on.

Seeing the magnitude of the influence of the two independent variables on the

dependent variable in this study which is more than half of the magnitude of all other variables that also affect performance, then the implementation of competence and maximum supervision must be carried out as soon as possible in the environment of the DPRD Secretariat of Tulang Bawang Regency in order to improve employee performance and overall organizational performance.

CONCLUSION AND IMPLICATION

Conclusion

Based on the results of data analysis and discussion, conclusions are obtained as follows:

1. There is an influence of competence on employee performance at the Secretariat The DPRD of Tulang Bawang Regency is evident from the results of calculations. The coefficient of determination between competence and performance is 50.6%. Test Partial Hypothesis through t test (test) obtained tcount value between competence to the performance of 5.727, and the results of $t_{count} > t_{table} = 1,691$. Equality the regression of competence on performance is $Y = 12.021 + 0.438X_1$. This result shows an influence between competence and performance employees at the DPRD Secretariat of Tulang Bawang Regency.
2. There is an influence of the supervision variable on the performance of employees in The DPRD Secretariat of Tulang Bawang Regency; this is evident from the results The calculation of the coefficient of determination between supervision and performance is 41.3%. Partial Hypothesis Testing through t test (test) obtained tcount value between supervision of the performance of = 4.741 and $t_{count} > t_{table} 1,691$. The supervisory regression equation on

performance is $Y = 12,021 + 0.263X_2$. These results indicate that there is an influence between supervision on performance.

3. There is an influence of competence and supervision on employee performance at the DPRD Secretariat of Tulang Bawang Regency; this can be seen from the results The calculation of the coefficient of determination shows the magnitude of the effect competence and supervision of employee performance is 54.6%. Regression double linear competence and supervision of performance is obtained equation $Y = 12.021 + 0.438X_1 + 0.263X_2$. This result is meaningful if competence (X_1) and supervision (X_2) do not change then the performance (Y) remains of 12,021 points. If competence is increased by one point then performance will increase by = 0.438. If one points increase supervision then the performance will increase by 0.263 points. Test result hypothesis simultaneously competence and supervision of performance it is proven that the results of the Fcount test = get 18,624 results and far greater than the value of $F_{table} = 3.267$, at a significant level of 5% with $Df = n-k-1$. So Fcount is greater than F_{table} ($F_{count} > F_{table}$).

Implications

Based on the results of the research above, future implications are formulated as follows:

1. On the competency variable questionnaire, the lowest score is on item number 1 namely the field of work of all employees according to the background education concerned. Therefore in the future the suitability of an employee's educational background with his/her placement inmore attention can be given. This

- is considered important regarding effectiveness in carrying out their roles and functions following their responsibilities attached to the position of the employee concerned.
2. On the control variable questionnaire with a low answer score is Questionnaire answer item number 2 is supervision on every employee carried out by his immediate superior. Therefore the monitoring pattern attached needs to be carried out as much as possible in the Secretariat environment The DPRD of Tulang Bawang Regency. With the implementation of supervision With these tiers, it is hoped that monitoring activities can run comprehensive and continuous and touches all elements organization.
 3. In the questionnaire, the performance variables that need attention are: item number 1 is that I always succeed in achieving my work goals set. Therefore, firmness is required from the elements of leadership in responding to the less than the optimal achievement of performance targets which occurs by giving a warning to employees who do not able to give their best performance in carrying out their duties and work.

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