

COMPETENCE AND MOTIVATION ANALYSIS OF EMPLOYEE PERFORMANCE IN THE ECONOMIC SECTION OF LAMPUNG CENTRAL DISTRICT

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Abstract. Organizations must adapt to existing changes in order to survive and thrive. Existing conditions in the Economic Section of Central Lampung Regency, among others, low employee performance, this can be seen from the presence of employees who have not shown their responsibilities in completing work and procrastinating work. This research is quantitative in nature where the explanation is objective by explaining the existing approaches. This study used 21 research respondents. There are three variables in this study, namely: 2 (two) independent variables (X1 and X2) and 1 (one) dependent variable where Competence (X1) and Motivation (X2) are independent variables and Employee Performance (Y) is the dependent variable. From the results of data processing, it has been found that the answers to the hypothesis are as follows; There is an influence of Competence (X1) on Employee Performance (Y), with a level of influence (R-square) of 17,6 %. There is an influence of Motivation (X2) on employee performance (Y), with a level of influence of 30,7 %. There is an influence between Competence (X1), and Motivation (X2) together on Employee Performance (Y), with an influence level of 37,4 %.

Keywords: Competence, Motivation, Employee Performance.

PENGARUH KOMPETENSI DAN MOTIVASI TERHADAP KINERJA PEGAWAI PADA BAGIAN PEREKONOMIAN KABUPATEN LAMPUNG TENGAH

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Abstrak. Organisasi harus mengadaptasi perubahan yang ada untuk dapat bertahan dan berkembang. Kondisi yang ada di Bagian Perekonomian Kabupaten Lampung Tengah, antara lain, kinerja pegawai rendah, hal ini terlihat dari adanya pegawai yang belum menunjukkan tanggung jawabnya dalam penyelesaian pekerjaan dan menunda-nunda pekerjaan. Penelitian ini bersifat kuantitatif dimana penjelasannya bersifat objektif dengan menjelaskan pendekatan-pendekatan yang ada. Penelitian ini menggunakan 21 responden penelitian. Ada tiga variabel dalam penelitian ini yaitu : 2 (dua) Variabel bebas (X₁ dan X₂) dan 1 (satu) variabel terikat dimana Kompetensi (X₁) dan Motivasi (X₂) sebagai variabel bebas dan Kinerja Pegawai (Y) sebagai variabel terikat. Dari hasil pengolahan data telah berhasil ditemukan jawaban hipotesis yakni sebagai berikut; terdapat pengaruh Kompetensi (X₁) terhadap Kinerja Pegawai (Y), dengan tingkat pengaruh (R-square) sebesar 17,6 %. Terdapat pengaruh Motivasi (X₂) terhadap Kinerja Pegawai (Y), dengan tingkat pengaruh sebesar 30,7 %. Terdapat pengaruh antara Kompetensi (X₁), dan Motivasi (X₂) bersama-sama terhadap Kinerja Pegawai (Y), dengan tingkat pengaruh sebesar 37,4 %.

Kata kunci: Kompetensi, Motivasi, Kinerja Pegawai.

INTRODUCTION

Civil servants are not only required to have competence, they are also required to have high motivation, especially employees in the Economics Division who have the function of implementing programs, reviewing and formulating policies, as well as coordinating the implementation of investment potential development and BUMD, economic facilities and regional production. Where motivation as a process that explains the intensity, direction and persistence of an individual to achieve his goals is associated with the direction of organizational development. This is in line with the opinion of Siagian (2007) which states that in general motivation can be defined as an encouragement within employees to do as much as possible in carrying out their duties, because they believe that with the success of the organization in achieving its goals and various objectives, the personal interests of the members of the organization will be maintained as well. .

Civil servants who have high work motivation will be responsible for their work so that performance increases and organizational goals can be achieved. To achieve organizational goals requires employees to be able to align personal

interests with organizational goals. For this reason, performance evaluation must be carried out continuously effectively and efficiently. An employee who has high and good performance can support the achievement of goals and objectives set by an organization. In order to have high and good performance, an employee in carrying out his work must have expertise and skills that are in accordance with the work he is engaged in and good work motivation, the higher the performance results he will achieve.

In carrying out their duties, there are several obstacles faced by employees in the Economic Section of Central Lampung Regency, low motivation, this can be seen from the presence of employees who are less enthusiastic about work.

This low competence is due to the lack of training and technical guidance followed by employees related to the changes that occur around the organization and the development of the times. This is addressed by Table 1, as follows:

Employees Following Diklatpim

Nomor	Uraian	Jumlah	Yang belum ikut Diklatpim
1	Diklatpim 3	1	0
2	Diklatpim 4	1	3

Resourch: Bagian Perekonomian Lampung Tengah

Another problem is the presence of employees who have not shown their responsibilities in completing work and procrastinating work. The problems that arise in the work process above ultimately affect the level of achievement of employee performance in carrying out their duties and functions. Organizational support to improve employee performance has been carried out and due to the current covid 19 pandemic, some activities have not been realized 100%, so that the targets are not achieved, this can be seen from Table 2, as follows:

Organizational Support for 2021 Performance

Nomor	Uraian	Keterangan
1	Kegiatan Perjalanan Dinas	Terealisasi 40 %
2	Tunjangan kinerja	Terealisasi 100 %
3	Kegiatan makan minum	Tidak Terealisasi
4	Kegiatan Pendidikan dan pelatihan	Tidak Terealisasi

Resourch: Bagian Perekonomian Lampung Tengah

Performance in the organization is an important aspect to determine the success or failure of the organizational goals that have been set, where performance is a combination of abilities, efforts and opportunities that are assessed from the results of their work, which are achieved by someone in carrying out the

tasks assigned. Thus, the issue of work motivation, competence and employee performance becomes important and interesting in human resource management efforts

THEORETICAL BASIS

Definition of Competence

Competence is an ability to carry out or perform a job or task based on skills and knowledge and supported by the work attitude required by the job (Wibowo, 2010). Thus, competence shows skills or knowledge characterized by professionalism in a particular field and is applied to increase the agreed benefits. Competence also shows the characteristics of knowledge and skills possessed or needed by each individual that enable them to perform their duties and responsibilities effectively and raise professional quality standards in their work. Competence describes what people do in the workplace at various levels and details the standards of each level, identifying the characteristics of knowledge and skills required by individuals that enable them to carry out their duties and responsibilities effectively in achieving professional quality standards in work.

Wibowo (2010) states that competence is the basic foundation of people's characteristics and indicates how

to behave or think, equate situations, and support for a long period of time. There are 5 (five) characteristics or components of competence, namely:

1. Motive, is something that people consistently think or want that causes action motives encourage, direct and choose behavior towards certain actions or goals.
2. Traits, are characteristics and consistent responses to situations and information.
3. Self-concept, is a person's attitudes, values or self-image, self-confidence is a person's belief that they can be effective, in almost every situation is part of everyone's self-concept.
4. Knowledge, is information that people have in a specific field, knowledge is a complex competency, scores on knowledge tests often fail to predict job performance because they fail to measure knowledge and skills in a way that is actually used in work.

Understanding Motivation

Motivation comes from the word Motivation, which means the encouragement of inner power, while to motivate means to encourage to behave or try. Motivation in management, focuses more on how to direct the power and potential of subordinates, so that they are willing to work together productively and

successfully achieve and realize the goals that have been determined. The importance of motivation because motivation is the thing that causes, distributes and supports human behavior, so that they are willing to work hard and enthusiastically to achieve optimal results. Motivation is increasingly important because managers share work with their subordinates to be done well and integrated into the desired goals.

Understanding Performance

Every individual who works and the organization that operates must be oriented towards certain visions, goals and objectives. The organization must know what is faced by the customer or client during a certain time as reflected in the vision of the organization, and the individual must also know what the goals or targets of his work are during a certain period of time.

According to Mangkunegara (2011; 89) performance can be defined as the result of work in quality and quantity that can be achieved by an employee in carrying out tasks in accordance with the responsibilities given to him. Soeprihantono (2012) said that performance is the result of an employee's work during a certain period compared to various possibilities, for example standards, targets/targets/criteria

that have been determined in advance and have been mutually agreed upon.

The objectives of performance appraisal include that:

- a. The assessment is carried out on a certain set of realistic benchmarks, which are directly related to one's duties as well as the criteria that are set and applied objectively.
- b. The results of the assessment must be submitted to the employee who is assessed for three purposes, namely:
- c. In the event that the assessment is positive, it becomes a strong impetus for the employee concerned to perform even more in the future, so that career opportunities are more open for him;
- d. In the event that the assessment is negative, the employee concerned knows his weaknesses and thus can take the necessary steps to overcome these weaknesses.
- e. If a person feels that he has received an unobjective assessment, the employee concerned is given the opportunity to raise his objection so that in the end he can understand and accept the results of the acceptance he has received.
- f. The results of assessments carried out regularly are neatly documented in the personnel archive, so that no

information is lost, both beneficial and detrimental to employees.

- g. The results of each person's work performance assessment become material that is always taken into account in every decision taken regarding employee transfers, both in terms of promotions, transfer of duties, transfer of territory, or in dismissals not at their own request.

RESEARCH METHODS

Something that is of concern in a study is the object of research. The object of research is the target to obtain data in accordance with the opinion of Husein Umar (2014: 303) which explains that: "The object of research explains what and or who is the object of research. Also where and when the research was conducted. Other things can also be added if deemed necessary.

In this study, the object of research is the problem of competence, work motivation and employee performance in the economy section of Central Lampung Regency.

The primary data in this study are the answers of the respondents, in this case the employees in the economy section of Central Lampung Regency from the questionnaire given by the researcher.

Secondary data is data obtained or collected by people conducting research from existing sources (Hasan, 2012: 58). Secondary data is used to support primary data information that has been obtained in the form of documentation, notes, previous research and reference books.

Suharsimi Arikunto (2016: 183) states that if the population is 100 then all of them are taken as samples, but if the population is 100 then 10-15% more can be taken. Thus the sample in this study is 21 employees or known as saturated sampling, namely the sampling method when All members of the population are used as samples

The data collection technique used in this study is expected to be able to provide accurate and more specific data, while the technique used is Field Research.

The formula used to measure the extent of the influence of competence and work motivation on employee performance in the Economic Section of Central Lampung Regency is a simple linear regression equation and multiple linear regression.

$$Y = a + b_1X_1 + e$$

Information :

Y = Employee Performance

a = Constant

b₁ = Regression coefficient X₁

X₁ = Competence

e = error factor

RESEARCH RESULTS AND DISCUSSION

This study uses more than one variable as an indicator, namely Competence (X₁), Motivation (X₂) and Performance (Y). The test is carried out using the SPSS 16 program, the following are the results of multiple linear regression testing:

Multiple Linear Equation Test Results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	21.013	5.954		3.530	.002
TOTAL X ₁	.187	.135	.272	1.388	.182
TOTAL X ₂	.310	.130	.469	2.390	.028

a. Dependent Variable: TOTALLY

The regression equation is as follows:

$$Y = a + b_1X_1 + b_2X_2 + et$$

$$Y = 21.013 + 0.187X_1 + 0.310X_2 + et$$

Information :

Y = Performance

a = Constant

b = Regression Coefficient

X₁ = Competence

X₂ = Motivation

et = Error term

The equation shows that:

1. It can be seen that the constant is 21.013

2. The regression coefficient for $X_1 = 0.187$ states that each addition of one unit of X_1 (Competence) will increase performance by 0.187.
3. The regression coefficient for $X_2 = 0.310$ states that each addition of one unit of X_2 (motivation) will increase performance by 0.310.

The t test or partial test is a test to determine the effect of each independent variable on the dependent variable partially.

Decision making criteria:

If sig (0.05) then H_0 is rejected

If sig (0.05) then H_0 is accepted

Regression Coefficient of Competence X_1) and Performance (Y)

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	29.103	5.471		5.319	.000
TOTAL X_1	.287	.143	.419	2.011	.059

a. Dependent Variable: TOTALLY

Sumber : Data diolah Tahun 2022

Based on the results of the tests carried out, it can be seen that there is a significant influence of Competence and Motivation on Performance. This is evidenced by Table 12 obtained Fcount is

$5.380 > F_{table} 3.522$ or $sig 0.005 < 0.05$ this result means H_0 is rejected and H_a is accepted. So it can be concluded that there is a significant effect between Competence (X_1) and Motivation (X_2) on Performance (Y). In other words, the X_1, X_2 model has a significant effect on Y. According to Anwar Prabu Mangkunegara (2013) employee performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Competence and motivation can improve employee performance. Through the competencies possessed, employees will be able to complete work properly and on time so that employee performance can increase and organizational goals are achieved supported by motivation which will provide encouragement to be more enthusiastic in carrying out work because supporting infrastructure suggestions in completing work are available properly. The regression equation between competence and motivation with employee performance in the economy section of Central Lampung Regency is $Y = 21.013 + 0.187X_1 + 0.310X_2$, the regression coefficient $X_2 = 0.310$ is greater than the regression coefficient $X_1 = 0.187$, which means that motivation is more influential than competence in improving employee performance.

CONCLUSION AND IMPLICATION

Conclusion

From the results of the research that has been carried out, the conclusions and implications of this research are presented, namely:

1. From the results of quantitative analysis, it succeeded in supporting the first hypothesis, namely Competence has an effect on Employee Performance in the economy of Central Lampung Regency, this is evident from the magnitude of the coefficient of determination of Competence on Performance is 17.6%. The results of the calculation of the Partial Hypothesis Test through the t test (test) obtained the value of $t_{count} = 2.011 > t_{table} 1.729$. These results indicate that there is an influence of competence on performance in the economy of Central Lampung Regency of 17.6%.
2. Subsequent testing shows that motivation has an effect on employee performance in the economy of Central Lampung Regency, this is evident from the magnitude of the coefficient of determination of motivation on performance is 30.7%. The results of the calculation of the Partial Hypothesis Test through the t-test (test) obtained the tcount value between motivation to performance of 2,902 and the result of $t_{count} = 2,902 > t_{table} 1,729$. These results indicate the influence of motivation on performance in the economy of Central Lampung Regency of 30.7%.
3. The results of simultaneous hypothesis testing between Competence and Work Environment on Employee Performance in the Economic Section of Central Lampung Regency are evidenced by the magnitude of the coefficient of determination of Technical Competence and Work Environment together on Performance is 37.4%, this indicates the magnitude of the contribution of Competence Technical and work environment on employee performance is 37.4%. The result of the Fcount test calculation results in 5.380 and is much greater than the Ftable value of 3.522 at a significant level of 5% with $Dk = 19$. So Fcount is greater than Ftable ($F_{count} > F_{table}$). These results indicate that there is an influence between technical competence and work environment on performance in the economy section of Central Lampung Regency of $f_{count} = 5.733 > f_{table} 3.522$.

Impication

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

1. Competency variables, which need attention to improve Technical Competence are statement items regarding "I have an educational background that is relevant to my working position" because the score obtained is low. with the field of work so that this will help employees to complete work in accordance with predetermined standards and time, which will ultimately improve employee performance in the economy section of Central Lampung Regency.

2. Motivation variable, which needs attention to increase motivation is a statement item regarding "At work consider colleagues as friends" because the score obtained is low. as a supporting partner in completing work not as a competitor in work so that a good sense of kinship will be formed among employees in the economy section of Central Lampung Regency.

3. Employee Performance Variables, which need attention for improving employee performance are being able to complete the work given well and carry out tasks properly without being supervised because this indicator gets a low score. To improve, the leader manages both time and employees so that work can be completed quickly and provides an understanding so

that employees can complete work without always being supervised by the leadership, where employees understand that completing work is their responsibility. because this can improve employee performance and the objectives of the economy of Central Lampung Regency can be achieved.

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