

THE INFLUENCE OF WORK DISCIPLINE AND EDUCATIONAL COMPETENCY ON EMPLOYEE PERFORMANCE IN PERSONNEL AGENCY AND HUMAN RESOURCES DEVELOPMENT NORTH LAMPUNG DISTRICT

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Abstract. *Human resources have an important role for the organization because human resources as system managers, so that this system continues to run, of course in managing it must pay attention to important aspects such as competence, discipline, education and training as well as the level of comfort at work so that the employees concerned can be encouraged to provide all capabilities according to the needs of the organization. Human resources with good performance will eventually produce good employee performance as well. 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. This research was conducted at the Staffing and Human Resources Development Agency in Lampung Utara Regency.*

The type of research used in this research is field research, which is quantitative in nature where the explanation is objective by explaining the existing approaches, with a total sample of 19 respondents. The results of this study are that the variable Work Discipline (X1) influences employee performance (Y) by 61.1%, Educational Competency Variable (X2) influences employee performance (Y) by 53.9%, and Work Discipline (X1) and Competence Education (X2) simultaneously influences employee performance (Y) by 54.9%

Keywords: *Work Discipline, Educational Competence, Employee Performance*

PENGARUH DISIPLIN KERJA DAN KOMPETENSI PENDIDIKAN TERHADAP KINERJA PEGAWAI DI BADAN KEPEGAWAIAN DAN PENGEMBANGAN SUMBER DAYA MANUSIA KABUPATEN LAMPUNG UTARA

Abstrak. Sumber daya manusia mempunyai peranan penting bagi organisasi karena sumber daya manusia sebagai pengelola sistem, agar sistem ini tetap berjalan, tentu dalam pengelolaannya harus memperhatikan aspek-aspek penting seperti kompetensi, disiplin, pendidikan dan latihan serta tingkat kenyamanan bekerja sehingga pegawai yang bersangkutan dapat terdorong untuk memberikan segala kemampuan sesuai dengan yang dibutuhkan oleh organisasi. Sumber daya manusia dengan kinerja yang baik maka pada akhirnya akan menghasilkan kinerja pegawai yang baik pula. Kinerja pegawai adalah hasil kerja secara kualitas dan kuantitas yang dicapai oleh seorang pegawai dalam melaksanakan tugasnya sesuai dengan tanggung jawab yang diberikan kepadanya. Penelitian ini dilaksanakan di Badan Kepegawaian Dan Pengembangan Sumber Daya Manusia Kabupaten Lampung Utara.

Jenis penelitian yang digunakan dalam penelitian ini adalah penelitian lapangan (field reseach), bersifat kuantitatif dimana penjelasannya bersifat objektif dengan menjelaskan pendekatan-pendekatan yang ada, dengan jumlah sampel 19 orang responden. Hasil penelitian ini adalah variabel Disiplin Kerja (X1) berpengaruh terhadap kinerja pegawai (Y) sebesar 61,1%, Variabel Kompetensi Pendidikan (X2) berpengaruh terhadap kinerja pegawai (Y) sebesar 53,9%, dan Disiplin Kerja (X1) dan Kompetensi Pendidikan (X2) secara simultan berpengaruh terhadap kinerja pegawai (Y) sebesar 54,9%.

Kata Kunci: *Disiplin Kerja , Kompetensi Pendidikan , Kinerja Pegawai*

INTRODUCTION

The smooth implementation of government duties and national development is very dependent on the perfection of the state apparatus, especially Civil Servants (PNS). Therefore, in order to achieve national development goals, namely realizing a civil and law-abiding society, with a modern civilization, democratic, prosperous, just and with high morals, Civil Servants are needed who are an element of the state apparatus whose duties are as state servants and public servants. Civil Servants (PNS) are an element of the State apparatus whose task is to provide services to the community in a professional, honest, fair and equitable manner in carrying out state, government and development duties to the community based on loyalty and obedience to Pancasila and the 1945 Constitution.

Human resources have an important role for the organization because human resources are the system managers, so that this system continues to run, of course in its management it must pay attention to important aspects such as competence, discipline, education and training as well as the level of comfort in working so that the employees concerned can be encouraged to provide all the capabilities required by the organization. Human resources with good performance will ultimately produce good employee performance as well.

This research was carried out at the

Personnel and Human Resources Development Agency of North Lampung Regency. The performance of employees in the North Lampung Regency Personnel and Human Resources Development Agency (BKPSDM) is the result of the performance of each employee within it who has been given duties and responsibilities. Therefore, the overall performance of the employees of the North Lampung Regency Personnel and Human Resources Development Agency (BKPSDM) will be reflected in the results of the performance achievements of the North Lampung Personnel and Human Resources Development Agency (BKPSDM) in implementing the predetermined program of activities.

No	Bulan	Pegawai Masuk	Pegawai Absen	Jumlah	%
1	Januari	62	12	74	16,21
2	Februari	63	11	74	14,86
3	Maret	66	8	74	10,81
4	April	61	13	74	17,56
5	Mei	62	12	74	16,21
6	Juni	62	12	74	16,21

Sumber: Data diolah Absensi Pegawai Badan Kepegawaian dan Pengembangan Sumber Daya Manusia Kabupaten Lampung Utara, 2023

From the data above, the recapitulation of absences above shows that there are still many employees of the North Lampung Regency Personnel and Human Resources Development Agency (BKPSDM) who are absent during active working hours, this can have a direct impact on employee performance.

From the results of interviews on May 12 2023 with 25 employees of the North Lampung Regency Personnel and Human Resources Development Agency, it can be seen that indicators of low employee performance are shown in the table below:

Hasil Pra Survei Mengenai Indikator Rendahnya Kinerja Pegawai

No	Uraian Pernyataan	Frekuensi	Persentase %
1	Pegawai tidak menyelesaikan tugas yang diberikan dengan tepat waktu (Ketidaktepatan penyelesaian tugas)	6	24,0
2	Pegawai bekerja tidak sesuai dengan jam kerja yang ditetapkan (Ketidaksesuaian jam kerja)	7	28,0
3	Pegawai jarang absen jika tidak benar-benar dalam keadaan mendesak (Tingkat Kehadiran)	3	12,0
4	Pegawai tidak menjalin kerja sama dengan rekan kerja (rendahnya kerja sama)	4	16,0
5	Pegawai tidak senang membantu rekan kerja yang kesulitan dalam bekerja (rendahnya kerja sama)	5	20,0
Total		25	100

Sumber: Data Hasil Survei sementara Mei tahun 2023

The table shows that indicators of low staffing can be seen from: as many as 6 people with a percentage (24.0%) did not complete the assigned tasks on time, as many as 7 people with a percentage (28.0%) worked not according to the specified working hours. , as many as 3 people with a percentage (12.0%) of employees are rarely absent if it is not really urgent, as many as 4 people with a percentage (16.0%) of employees do not collaborate with colleagues, and as many as 5 people with a percentage (20.0%) employees are not happy to help colleagues who are having difficulty at work. According to the Head of the North Lampung Regency Personnel and Human Resources Development Agency, he said that his party could not/did not want to be burdened with targets. However, What he emphasized to the employees at the North Lampung Regency Personnel and Human Resources Development Agency was how to

provide the best possible service. If people are served well, then of course, like people selling, they will also come to buy a lot. Although it must be admitted that it is not easy, considering that there is a lot of work, sometimes small problems can be the cause of not being able to maximize employee performance (Interview Results, 15 May 2023).

Based on the background description above, several problems identified and thought to influence employee performance are:

1. Employee work discipline is still low, as can be seen from the fact that there are still employees who arrive late and do not utilize their working time.
2. The achievement of employee performance is still not optimal and the realization has not yet been achieved in accordance with the targets set.
3. The placement of employees is not fully in accordance with their competencies.
4. Employee work discipline is not optimal.

As the facts presented in the background of the problem above, the author is interested in conducting further research with the title "**The Influence of Work Discipline and Educational Competency on Employee Performance in the Civil Service and Human Resources Development Agency of North Lampung Regency**".

THEORETICAL BASIS

Study of Work Discipline variable theory

Discipline is the most important

operational function of human resource management because the better the employee's work discipline, the better the performance that can be achieved. Without good discipline, it is difficult for organizations to achieve optimal results. Discipline is the main factor needed as a warning tool for employees who do not want to change their character and behavior.

According to Syarkani, (2017:33) discipline is a procedure that corrects or punishes subordinates for violating rules or procedures. Rivai in Syarkani, (2017:34) states: "Work discipline is a tool used by managers to communicate with employees so that they are willing to change behavior and as an effort to increase a person's awareness and willingness to comply with all company regulations."

Work Discipline Factors

According to Singodimedjo in Sugiharjo, (2016:52) factors that influence employee discipline are:

1. The size of the compensation awarded
2. Whether or not there is exemplary leadership in the company
3. Whether or not there are definite rules that can be used as a guide.
4. Leadership courage in taking action.
5. Whether or not there is leadership supervision
6. Whether or not there is attention to

employees

7. Habits are created that support the establishment of discipline

Study of the Theory of Educational Competency Variables

According to Komara, (2019:75) defines competency as knowledge, skills, abilities, or individual personal characteristics that directly influence job performance. Competencies describe the basic knowledge and performance standards required to successfully complete a job or hold a position.

In terms of terminology, competency is an attribute for attaching quality or superior human resources. Attributes refer to certain characteristics to be able to carry out work effectively. Because attributes consist of knowledge, skills and expertise requirements or certain characteristics. There are those who interpret competency as equivalent to ability and skill. There are others who interpret it as commensurate with skills, knowledge and high education.

Competency Indicators

In this research, the competency variables that will be used to measure competency from Komara, (2019:77) are work experience, educational background, knowledge, skills

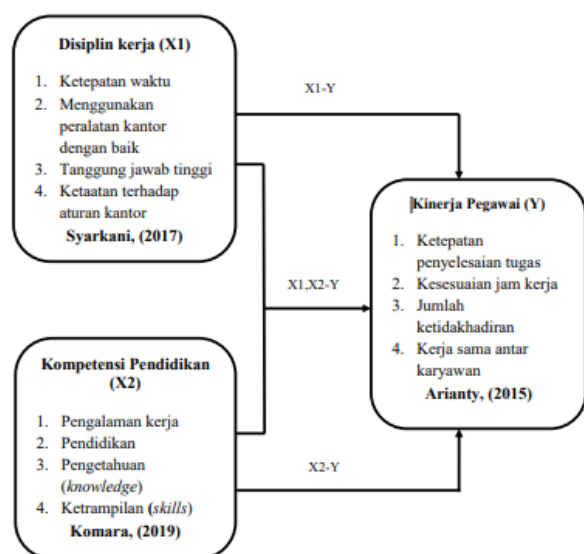
Theory Study of Employee Performance Variables

Basically, the meaning of employee performance can be interpreted in various

ways. Some experts view it as the result of a process of completing work, while others understand it as a necessary behavior to achieve desired results.

Kartomo & Slameto, (2016:220) performance is the output produced by the functions or indicators of a job or profession within a certain time. Supardi, (2016:54) believes that performance is a person's success in carrying out a job. Deikme, (2013:37) says that performance is the result of work achieved by a person based on job requirements, requirements usually called work standards, namely the level to which a particular job is expected to be completed and compared to the goals or targets to be achieved.

Framework of Thought



RESEARCH METHODS

This research was carried out at the Personnel and Human Resources Development Agency of North Lampung Regency. The research carried out was

quantitative descriptive research. This type of research is research that aims to provide a systematic, factual and accurate presentation of the facts and characteristics of a certain population. The type of research used in this research is field research, quantitative in nature where the explanation is objective by explaining existing approaches.

The population in this study was all employees at the North Lampung Regency Personnel and Human Resources Development Agency, totaling 74 civil servants. The sample is part of the number and characteristics of the population. The sample is a portion or is considered representative of the entire population studied. To determine the number of samples selected in this study, the Slovin formula in Setyawan, FEB (2017:43) was used, which is as follows:

$$n = N / (1 + (N \times e^2))$$

Keterangan :

N = Ukuran Populasi

n = Ukuran Sampel

e = Error tolerane (persen kesalahan pengambilan sampel)

So the sample in the study used a specified margin of error of 20% or 0.2 with a population of 74 people.

$$n = 74 / (1 + (74 \times 0,2^2))$$

$$n = 74 / (1 + (74 \times 0,04))$$

$$n = 74 / (1 + 2,96)$$

$$n = 74 / 3,96$$

$$n = 18,6$$

From these calculations it was found that the sample size was 18.6 rounded up to 19 respondents.

Test Analysis

Analysis Techniques

Multiple linear regression analysis

$$Y = a + b_1X_1 + b_2X_2 + e$$

Keterangan:

Y = Kinerja Pegawai

A = Konstanta

b_1 = Koefisien regresi X_1

b_2 = Koefisien regresi X_2

X_1 = Disiplin kerja

X_2 = Kompetensi

e = Faktor kesalahan

Hypothesis test

In calculating and processing research data, the help of the Excel and SPSS 21 computer programs was used. To partially test the hypothesis, the t test was used with the formula:

$$t_{hitung} = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

Keterangan :

t_{hitung} = Nilai t

r = Koefisien Korelasi

n = Jumlah responden. (Sugiyono, 2013:55)

The criteria for the T Test are as follows:

- If $t \text{ count} \geq t \text{ table}$ then H_a is accepted and H_o is rejected.
- If $t \text{ count} \leq t \text{ table}$ then H_a is rejected and H_o is accepted. The significance level in

this study was $\alpha = 0.05$ or 5%.

F test

To find out whether the independent variables together have an influence on the dependent variable, the F test is used with the following formula:

$$F_h = \frac{R^2 / k}{(1 - R^2) / (N - k - 1)}$$

Keterangan:

R : Koefisien korelasi ganda

K : Jumlah variabel independen

N : Jumlah populasi (Sugiyono, 2013:56)

- In this case, F-count is compared with F-table with the following conditions: 1. If F-count > F-table, then H_o is rejected and H_a is accepted.
- If F-count < F-table then H_o is accepted and H_a is rejected.

Coefficient of Determination Test

To determine the level of closeness of the relationship, the correlation coefficients obtained are compared with the correlation interpretation table, namely:

Pedoman Interpretasi Koefisien Korelasi

Inteval Koefisien	Tingkat Hubungan
0,000 - 0,199	Sangat lemah
0,200 - 0,399	Lemah
0,400 - 0,599	Sedang
0,600 - 0,799	Kuat
0,800 - 1,00	Sangat kuat

Sumber: Sugiyono (2013:77)

RESEARCH RESULTS AND DISCUSSION

The t test is used to test the significance between constants and independent variables. Based

on the t test data processing, the following data is obtained:

1. The Effect of Work Discipline on Employee Performance

Based on the research data, the coefficient of

Table. 3.Results of Partial Testing of the Effect of Training on Performance

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	18,982	3,078		4,912	,000
X1	,965	,194	,758	6,645	,000

a. Dependent Variable: Y

Coefficient of Determination (KD) = $R^2 = 0.611 = 61.1\%$. It can be concluded that the Work Discipline variable (X1) explains the variation in changes to the Employee Performance variable (Y) at the North Lampung Regency Personnel and Human

Determination of Work Discipline on the Performance of Civil Service Agency Employees and Human Resources Development of North Lampung Regency is as follows:

Resources Development Agency by 61.1% . Meanwhile, the rest is explained or influenced by other factors not examined in this research.

Based on the research results, data on the influence of the work environment on employee performance is obtained as follows:

Tabel 18.
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	27,406	8,171		3,354	,004
X1	,015	,277	,013	2,254	,003

a. Dependent Variable: Y

Based on this table, the calculation for Work Discipline (X1) shows a tcount value of 2.254, while the ttable value with dk ($dk = 19 - 3 = 16$) is 1.746 so tcount ($2.254 > ttable$ (1.746) and sig value ($0.03 < \alpha$ (0.05), thus H_0 is rejected and H_a is accepted, so it can be concluded that Work Discipline (X1)

partially influences Employee Performance (Y) of the Civil Service Agency and the development of North Lampung Regency Human Resources.

2. Effect of Educational Competency (X2) on Employee Performance (Y)

Based on the research data, the

coefficient for Determination of Educational Competency on the Performance of Civil Service Agency Employees and Human Resources Development of North Lampung Regency is as follows:

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.597 ^a	.539	.349	6.081

a. Predictors: (Constant), X2

Coefficient of Determination (KD) = R^2 = 0.539=53.9%. It can be concluded that the Educational Competency variable (X2) explains the variation in changes to the Employee Performance variable (Y) at the North Lampung Regency Personnel and Human Resources Development Agency by 53.9% . while the rest is explained or influenced by other factors not examined in this research.

Based on the research results, data on the influence of the Work Environment on Educational Competency is obtained as follows:

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	30,927	7,809		3,961	,001
X2	,107	,267	,597	3,402	,003

a. Dependent Variable: Y

Educational Competency (X2) obtained a tcount value of 3.402 while the ttable value with dk (dk=19-3=16) was 1.746 so tcount (3.402 > ttable (1.746) and sig value (0.03) < alpha (0.05) Thus Ho is rejected and Ha is accepted so that it can be concluded that Educational Competency (X2) partially influences Employee Performance (Y) of the Civil Service Agency and the development of North Lampung Regency Human Resources.

3. Influence of Work Discipline (X1) and Educational Competency on Employee Performance (Y)

Multiple linear regression analysis to determine the magnitude of the influence of the independent variables (X1 and X2) on the dependent variable (Y). Based on the results of the analysis, the following results were obtained:

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	31,201	12,904		2,418	,002
	X1	,508	,290	,213	2,254	,003
	X2	,509	,281	,598	3,402	,004

a. Dependent Variable: Y

Based on the data processing results table which is the result of multiple linear regression calculations using the SPSS 21 program. The results of the regression equation are obtained as follows: This equation shows that: $Y = 31.201 + 0.508 X1 + 0.509 X2$

1. Work Discipline Coefficient (X1) If the amount of Work Discipline increases by one unit, employee performance will increase by 0.508 one unit or in percentage value by 50.8%.
2. Educational Competency Coefficient (X2) If the number of Educational Competencies increases by one unit, employee performance will decrease by 0.509 one unit or in percentage value by 50.9%.

Based on the influence of the independent variable on the dependent variable, it can be seen from the beta value. This shows that the Educational Competency variable (X2), is the most dominant factor among the Work Discipline factors (X1) which influences Performance (Y) because the beta value obtained is 0.509. Next, we look at the determinant coefficient values in this study as

follows:

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.097 ^a	.549	.114	6.268

a. Predictors: (Constant), X2, X1

The coefficient value obtained for the R Squares determinant is 0.549, meaning that the variables Work Discipline (X1) and Educational Competency (X2) influence the Performance (Y) of the Personnel Agency and Human Resources Development of North Lampung Regency by 54.9% and the remaining 45.1% is influenced by variables. other.

Furthermore, the R value shows the direction of the relationship between Work Discipline (X1), Educational Competency (X2) and Employee Performance (Y) which is positive, meaning that if Work Discipline (X1) and Educational Competency (X2) increase, Employee Performance (Y) will increase too.

F test

The F test is used to determine whether there is a significant influence between the independent variables together on the dependent variable.

It might be follows at conc of analyst data belong to ANOVA analyst :

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	5.990	2	2.995	6.076	.004 ^b
Residual	628.536	16	39.284		
Total	634.526	18			

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

Based on the results of data analysis, the F_{count} is 6.079, while the F_{table} value is 3.20. Thus $F_{count} > F_{table}$ then H_0 is rejected, and H_a is accepted. Meanwhile, judging from the calculated probability, it is 0.00, namely <0.05 , so the decision is that H_0 is rejected and H_a is accepted. So it can be concluded that there is an influence between Work Discipline (X1) and Educational Competency (X2) simultaneously on Employee Performance (Y) of the North Lampung Regency Personnel and Human Resources Development Agency.

Conclusion

Based on the results of data analysis and hypothesis testing that has been carried out, regarding the factors (Work Discipline and Educational Competency) that influence the performance of Employees (Y) of the Civil Service Agency and the development of North Lampung Regency Human Resources. So the following conclusions can be drawn:

1. The results of the quantitative analysis show that the Work Discipline variable (X1) has an influence on employee performance (Y) of the Civil Service Agency and Human Resources Development of North Lampung Regency by 61.1%.
2. The second test, the Educational Competency variable (X2) has an effect on employee performance (Y) of the Personnel Agency and Human Resources

Development of North Lampung Regency by 53.9%.

3. Testing of the third hypothesis shows that Work Discipline (X1) and Educational Competency (X2) simultaneously influence employee performance (Y) of the Civil Service Agency and Human Resources Development of North Lampung Regency by 54.9% and the remaining 45.1% do not. research was carried out by several other factors.

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