


The Influence of Competence on Employee Performance: Investigation of Automotive Companies

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 doi.org/10.54099/ijmba.v1i1.97

ARTICLE INFO



Article history:

Received: March 2, 2022

Revised: March 15, 2022

Accepted: March 29, 2022

Keywords: Competence,
Employee Performance,

ABSTRACT

The purpose of this research is to find out The Effect of Competence on Employee Performance. This research was conducted at an automotive company in Riau Indonesia. The sample is because the population is small, the entire population is used as a sample. Based on the data obtained, the following conclusions can be drawn: The result of simple linear regression is obtained $Y = 10,940 + 0.617X$, it can be concluded that it has a positive direction of relationship. The results of the t -test show that competence has a significant effect on employee performance. The result of the coefficient of determination is 0.496. This means 49.6% employee performance variable is influenced or explained by the competency variable, while the remaining 50.4% is influenced by other variables not examined in this study.

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INTRODUCTION

In an organization, Human Resources (HR) has an important role compared to other factors. Humans have an important function in achieving performance, so HR requires reliable expertise. Employee performance is one of the most dominant factors in improving company performance. High competence will help employees in carrying out various tasks, thus facilitating their work (Agus et al., 2015; Haedzar P et al., 2022; Iskanto, Ghazali, et al., 2020; Iskanto, 2022).

The growth and development of a company is not only influenced by high market numbers, but is also influenced by various factors, one of which is the human resource factor (Lubis & Irawati, 2022; Soelaiman et al., 2022). Human resources are very influential on the development of the company. If human resources are good, then every activity in the company is also good, because human resources have an important role in company activities. Human resources are also one of the important keys in determining the success of a company. If the company wants to develop and experience many improvements, the company must have quality human resources to carry out company activities properly so that the company's goals can be achieved optimally. The following are human resources in this case are employees, namely as follows:

Table 1: Number of Employees at PT. Alfa Scorpio 2016-2020

Year	Number of employees	Percentage Growth (%)
2016	40	0
2017	42	5.00
2018	44	4.76
2019	46	4.54
2020	44	-4.54

Source: PT. Alfa Scorpii Air Tiris, Kampar Regency, 2021

From Table 1 it is known that the number of employees at PT. Alfa Scorpii Air Tiris Kampar Regency experienced an increase in employees, namely from 2016 to 2019, from 40 people to 46 people, but from 2019 to 2020 it decreased, from 46 people to 44 people. This is indicated by several factors, one of which is due to the competencies possessed by employees, causing employee performance to decrease. The competencies possessed by employees will greatly affect the work they do because having good competence will have an impact on community satisfaction in buying motorbikes at PT. Alfa scorpii water drains in Kampar district. The following are the results of motorcycle sales at PT. Alfa Scorpii Air Tiris, Kampar Regency, namely as follows:

Table 2: Sales Target Data and Sales Realization of PT. Alpha Scorpio

Year	Targets / Units	Actual Sales / Unit	Percentage (%)
2016	850	721	84.82
2017	850	708	83.29
2018	1000	840	84.00
2019	1000	870	87.00
2020	1100	850	77.27

Source: PT. Alfa Scorpii Air Tiris, Kampar Regency, 2021

Based on table 2 above, it can be illustrated that the largest sales results were in 2019 which was 870 units. and decreased in 2020 as many as 850 units. This means that the performance of employees is less than optimal in carrying out their duties, especially their competencies, where human resources who have high competence in an organization are human resources who have the competence to manage the field they are working on. This is done so that employees understand more about their work so that they are able to carry out various work activities according to their responsibilities and are able to solve problems at work.

One of the factors causing the low work results achieved is the competence factor possessed, in this case the level of education and work experience possessed. The following is a description of the level of education of employees and work experience working at PT. Alfa Scorpii Air Tiris, which are as follows:

Table 3: Employee Education Level at PT. Alpha Scorpio 2020

No	Level of education	Amount	Percentage (%)
1	SMA/SMK Equivalent	20	45.45
2	Diploma	14	31.81
3	Bachelor degree)	10	22.72
4	Master (S2)	0	0
Total		44	100

Source : PT. Alfa Scorpii Air Tiris Kampar Regency, 2021

Based on table 3 above, it can be explained that the largest number of employees with education level is SMA/SMK equivalent, which is as many as 20 people who work at PT. Alfa Scorpii Air Tiris, Kampar Regency, for the undergraduate level of education only 10 people, and no Masters. Then this

will have an impact on performance results, and the level of experience they have also affects the work results to be achieved, here are the length of work of employees at PT. Alfa Scorpui Air Tiris Kampar Regency, which are as follows:

Table 4: Experience of Employees AtPT. Alpha Scorpio 2020

No	Experience	Amount	Percentage (%)
1	< 5 years	25	56.81
2	6-10 years	15	34.09
3	> 11 years old	4	9.09
Amount		44	100

Source : Pt. Alfa Scorpui Air Tiris Kampar Regency, 2021

Based on table 4 above, it can be explained that the work experience of employees is only dominated by under 5 years, namely as many as 25 people, but there are still 15 people with an experience level of 6 to 10 years or 34.09 percent of employees working at PT. Alfa Scorpui Air Tiris, Kampar Regency.

LITERATURE REVIEW

Competence

Edison, Anwar, and Komariyah (2016: 142) competence is an individual's ability to carry out a job correctly and has advantages based on matters relating to knowledge, skills, and attitudes. Competence is actually nothing new in the discourse of human resource management and organizational psychology. The concept of competence has long been studied, and has even been the subject of debate in various journals, magazines, and textbooks. However, the concept of competence became popular around the 1990s or even the 2000s, especially in Indonesia, Sudarmanto, (2014: 39).

According to Syamsir Torang (2014), competence is an ability (skill & knowledge) to carry out or carry out activities or work or tasks. Work competence is a map of employee capacity on the attributes of the work they carry out (Ardiana, et al., 2010; Chahal et al., 2021; Htet, 2021; Marlinda, 2021).

Factors Affecting Competence

There are seven determinants that affect the formation of competence, namely: (Sudarmanto, 2015:5457)

1. Trust and value. A person's beliefs and values towards something greatly affect attitudes and behavior a person's behavior. Someone who has values and self-confidence who is not creative and innovative tends not to think and act to find something new and challenging for himself.
2. Expertise or skill. This aspect plays a very important role in forming competence.
3. Experience. Experience is an important element in shaping one's competence mastery of the task.
4. Personal characteristics. A person's personality characteristics also affect a person's competence.
5. Motivation. A person's motivation for a job or activity will affect the results achieved. Motivation is a very important competency factor. Motivation is a factor that tends to be changed.
6. Emotional issues. Emotional barriers and blocks often limit mastery of competence.
7. Intellectual capacity. A person's intellectual capacity will affect the mastery of competence. Competence depends on cognitive abilities such as conceptual thinking and analytical thinking.

Competency Indicator

Moehariono (2014:14) argues that each individual has several characteristics of basic competencies consisting of:

1. Character (traits), which makes a person have an attitude of behavior or how that person responds to something in a certain way.
2. The motive (motive), is the desire of an individual who is the driving force in doing so.
3. Innate (Self-concept) is the nature or character of a person.
4. Knowledge is everything that is known regarding certain things or in certain areas.
5. Skill (Skill), is expertise in completing certain responsibilities or tasks.

Performance

Nurmansyah (2018: 98) performance is the result that can be achieved by an employee in carrying out the work assigned to him in accordance with the authority and responsibility given to him in a certain period. Mangkunegara (2017: 67) understanding of performance (work achievement) 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 performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction and give contribution. Performance is about doing the job and the results achieved from that work. Performance is about what is done and how to do it (Iskamto, 2012, 2020; Iskamto, Karim, et al., 2020; Marlinda, 2021).

From some of the definitions above, it can be concluded that employee performance is the ability to achieve job requirements, where a work target can be completed at the right time or does not exceed the time limit provided so that the goals will be in accordance with company morals and ethics. Thus the performance of employees can contribute to the company.

Factors Affecting Performance

According to Mangkunegara (2011:13-14) there are several factors that affect performance, namely as follows:

a. Ability Factor (ability)

Psychologically, ability consists of potential ability (IQ) and reality ability (knowledge + skill). This means that leaders and employees who have an IQ above average (IQ 110-120) let alone a superior IQ, very superior, gifted and genius with adequate education for his position and skilled in daily work, it will be easier to achieve maximum performance.

b. Motivation Factor (Motivation)

Motivation is defined as an attitude (attitude) of leaders and employees to the work situation (situation) in the organizational environment. Those who are positive (pro) towards their work situation will show high work motivation and vice versa if they are negative (con) towards their work situation will show low work motivation. The working situation in question includes, among others, work relations, work facilities, work climate, leadership policies, work leadership patterns, and working conditions

Performance Indicator

There are Employee Performance Dimensions according to John Miner in Edison, Anwar & Komariyah (2017: 192) to achieve or assess performance, there are dimensions that become benchmarks, namely:

- a. Quality, namely: the level of error, damage, and accuracy.
- b. Quantity, namely: the number of jobs produced.
- c. The use of time at work, namely: absenteeism, tardiness, effective working time or lost working hours.
- d. Cooperating with others at work

The Effect of Competence on Performance

Sudarmanto (2014: 75) the urgency of human resource competence in an effort to boost the performance of an organization has fostered the interest of various experts to conduct research. Sedarmayanti (2017: 151) competence is a key determining factor for someone in producing excellent performance. In a collective situation, competence is a key determinant of organizational success.

RESEARCH VARIABLE

According to Sugiyono (2019: 3) research variables are basically anything that is determined by the researcher to be studied so that information is obtained about it, then conclusions are drawn. To make it easier in this research, the variable used is the dependent variable, namely the dependent variable, which is the variable that is affected or the result, because of the independent variable. The dependent variable is performance (Y) and the independent variable, namely the independent variable, is a variable that influences or causes changes or the emergence of an independent (bound) variable. The Independent Variables are: Competence (X).

RESEARCH METHODOLOGY

Research sites

This research was conducted at PT. Alfa Scorpii Air Tiris, Jl. Raya Pekanbaru-Bangkinang, km.50, Kampar district, Riau. The sample is because the population is small, the entire population is used as a sample. Because the population is below 100 people, in this study the population was used as a sample, namely the sampling technique was a census or saturated sample. So the sample used in this study was 44 people.

RESULT AND DISCUSSION

The result of the description for the competence variable is 3.88 and the performance variable is 3.91, so it can be concluded that it has agreed criteria.

Validity test

The value of r_{count} for each statement item on the competency variable is greater ($>$) than the value of r_{table} (0.2973) so it can be concluded that the data is in accordance with the actual situation or the data is valid, namely that the questionnaire distributed is appropriate for employees and not disseminated to other people, for example to consumers who will buy a vehicle. The statement item that has the highest r_{count} value is the statement item on the 10th item, which is 0.597.

The value of r_{count} for each statement item on the employee performance variable is greater ($>$) than the value of r_{table} (0.2973), so it can be concluded that the data is in accordance with the actual situation or the data is valid. The statement item that has the highest r_{count} value on the employee performance variable is the statement item at point 12, which is 0.726.

Simple Linear Regression

Simple linear regression is used to obtain a mathematical relationship in the form of an equation between the dependent variable and the independent variable. Simple linear regression has only one independent variable (X) associated with one dependent variable (Y). The following is the result of a simple linear regression output, which is as follows::

Table 0
Simple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10,940	5.655		1,935	.060
Competence	.617	.096	.704	6.423	.000

a. Dependent Variable: Employee Performance

Based on table 6 obtained simple linear regression equation is as follows $Y = 10,940 + 0.617X$ then based on pThe regression equation can be explained as follows that the value of 10.940 is a constant value, i.e. if the value of the competency variable (X) is zero, then employee performance (Y) is 10.940 units, while the value is 0.617, i.e. if competence increases by one unit, then employee performance will increase by 0.617 unit. Based on the results of simple linear regression, it can be concluded that if competence is implemented properly, in this case it increases the employee's performance will increase. Whereas The result of the coefficient of determination is 0.496. This means 49.6% employee performance variable is influenced or explained by the competency variable, while the remaining 50.4% is influenced by other variables not examined in this study. From this it can be concluded that the model used is feasible.

CONCLUSION

Based on the data obtained, the following conclusions can be drawn: The result of simple linear regression is obtained $Y = 10,940 + 0.617X$, it can be concluded that it has a positive direction of relationship. The t -test results obtained that competence has a significant effect on employee performance, namely value $t_{\text{count}}(6,423) > \text{value } t_{\text{table}} (2.01808)$. The result of the coefficient of determination is 0.496. This means 49.6% employee performance variable is influenced or explained by the competency variable, while the remaining 50.4% is influenced by other variables not examined in this study.

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