

THE INFLUENCE OF COMPETENCE, WORK MOTIVATION AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE IN THE BATAM CITY GOVERNMENT

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Abstract : Competence, work motivation and work discipline variables are the right variables to influence employee performance in the Batam City Government. This research is a quantitative descriptive study with a population and sample of 67 people and the sampling technique is census. Data analysis using AMOS path analysis. From the results of the study it can be concluded that the variables of competence, work motivation and work discipline are the right independent variables in this study in measuring employee performance.

Keyword: Competence, Work Motivation, Work Discipline, Employee Performance

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INTRODUCTION

Human Resource Management and Development in local or central government organizations are closely related to the demands of optimal performance. Government institutions, of course, which consist of many reliable human resources, aim to achieve organizational performance. Research studies on Human Resource Management practices according to (Wood, 2019) are the best practices in management that can guarantee superior organizational performance. Another thing according to (Szabó et al., 2017) is that the success of a company's operations in the market is influenced by the performance and potential of all its employees and managers.

The Batam City Government-Indonesia, like other agencies, is an organization that contains human resources with diverse abilities and knowledge that are still interesting to study, especially in relation to performance. According to (Guttermann, 2023), the concept of organizational performance focuses on the extent to which the organization is able to meet the needs of stakeholders to survive. Therefore, the performance in this study is intended to refer to the factors that influence the performance itself.

According to (Prahastyo et al., 2024) the results of data analysis show that the competencies possessed by employees can improve performance at the District Office in Jember Regency, proven to be able to improve employee performance. Although the subjects of this study are in regional institutions, the competency variable is still relevant to influencing the performance of regional institutions. According to (Zaim, 2013) competencies based on the use of organizational knowledge can contribute to organizational performance.

The performance of employees of the Batam City Government-Indonesia in general is also related to work motivation. Motivation in work is also always perceived as a drive or stimulus in employees to work better and create competition (Fahriana & Sopiah, 2022) . In practice, work motivation in organizations comes from employee

psychological factors, how someone behaves in the organization (Ify, 2024) . Research (Mustapha, 2020) shows that there is a positive and significant relationship between employee motivation and employee performance.

In the study (Setiawan et al., 2024) work discipline is a trigger for the creation of employee performance. According to (Elif Bilginoğlu, 2019) Work discipline is a positive effort that helps in developing the ways that are set for our minds and habits in the organization. Therefore, work discipline in an organization is interpreted as norms that are set as an effort for all employees to be able to work more deeply and in accordance with applicable procedures so that it will have an impact on employee performance.

The phenomenon of Human Resource Management research on factors that influence performance is a phenomenon that remains interesting and exists especially among academics, the problem of the in the Batam City Government -Indonesia low work motivation and lack of employee discipline in working. Of course this phenomenon is obtained from the results of observations and interviews seeing this is a gap that greatly supports research.

LITERATURE REVIEW

Competence

According to (Vitello et al., 2021) the integrated aspect means that competence is seen in relation to the characteristics of the competent person and the context in which the competence is used. The definition of competence involves the analysis of these characteristics, where consideration is given to all characteristics of the person and the context that are relevant to the competence. According to (Nong et al., 2024) employee competence is evaluated primarily through knowledge and skills. Indicators of the competence variable are social competence, personal competence, managerial competence, and professional competence (Skowron, 2021) .

Work motivation

Motivation is related to the phenomenon of enjoying doing something to achieve a goal because everything changes based on motivation. There is a relationship between motivation, behavior, goals, and success. Motivation comes from needs, so that actions are ultimately directed to achieve certain goals, known as employee actions (Haryono, 2021) . Motivation is a factor that can encourage employees to improve performance within the company, motivation is also a condition to arouse and direct an employee to work better in order to achieve the goals of a company with indicators: Employee behavior; Employee effort; Employee perseverance (Mujiati, 2022) .

Work Discipline

Basically, every employee realizes that work discipline is the key to success that must be applied and must be carried out by every individual because good work discipline will provide a smooth process in carrying out work and will also achieve maximum work results in the company (Astuti & Amalah, 2018) . Work discipline is an attitude that shows a willingness to comply with and obey the norms of regulations that apply around it (Kasuya, 2022) . Indicators of work discipline are goals and abilities, examples, rewards, justice, supervision and sanctions and firmness (Nawir et al., 2024) .

Employee Performance

Performance will always be a contested and evolving concept. Reaching a consensus on the definition of performance is difficult at the organizational level because we need to take into account all the activities that occur within an organization. organization and all the different interests involved (Pintea, 2013) . Performance is The

term "performance" describes the evaluated contribution to the achievement of organizational goals (Okar, 2016) . According to (Maria, 2016) performance is part of the action and is subjective because it is a product of operations, which due to its subjective nature, consists of an approach to a reality with a desire. Employee performance indicators are work results, competence, work behavior, potential, and technology (Suwarto, 2020) .The relationship between variables in this study is a reflection or research thought process that can be used as a basis as follows:

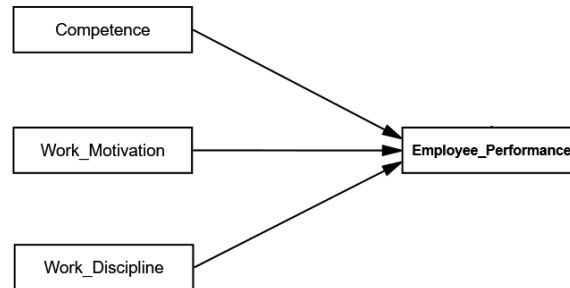


Figure 1. Research Thinking Framework

RESEARCH METHODS

This research design is included in quantitative descriptive research, namely statistical analysis used to describe, summarize, and analyze quantitative data. Quantitative data is data that can be measured or calculated using numbers, such as age, weight, height, and so on. So what is meant by quantitative descriptive statistical analysis includes various techniques, including data centralization measurements (Aziza, 2023) . This means that the research data collected from the results of distributing questionnaires via Google Form will then be processed, tabulated and interpreted according to needs as well as used for research data processing needs. The subject of this study was the in the Batam City Government with a population of 67 people. So the sampling technique used a census, namely sampling by determining all populations as samples. The data collection technique in this study is the primary data technique which uses a questionnaire (Google Form) as a tool for collecting research data through respondents while secondary data is supporting data such as reference sources from scientific articles, books, and important information obtained from the internet that is relevant to the research. The data analysis tool used is path analysis with AMOS.

RESULTS AND DISCUSSION

Validity Instrument Testing

The results of testing the research instrument that has been carried out, the results are as follows:

Table 1. Instrument Testing Results

No.	Variables/ Indicators	Instrument Testing	
		Validity	Reliability
1	Competence		
	Social competence	.888	
	Personal competency	.979	.977
	Managerial competence	.971	
	Professional competence	.944	
2	Work motivation		
	Employee behavior	.946	.972
	Employee business	.985	

	Employee perseverance	.894	
	Work Discipline	Validity	Reliability
	Goals and capabilities	.824	
3	Justice	.947	
	Supervision and	.927	.956
	Sanctions	.951	
	Firmness	.767	
	Employee Performance	Validity	Reliability
	Work result	.897	
	Competence	.981	
4	Work behavior	.972	.976
	Potential	.945	
	Technology	.874	

Source: SPSS Output, 2024

Based on Table 1. above, it shows that all the results of the research instrument testing of the variable indicators have good validity values (greater than 0.05) and reliability (greater than 0.70) or meet the requirements of the specified requirements so that it can be said that the validity of this research hypothesis testing is accepted and has good reliability. So it can be concluded that the instrument testing model is suitable for use in research.

Hypothesis Testing

Next is to conduct hypothesis testing with a path analysis approach. Researchers in conducting testing use path analysis with AMOS. The results of hypothesis testing in the study are as follows:

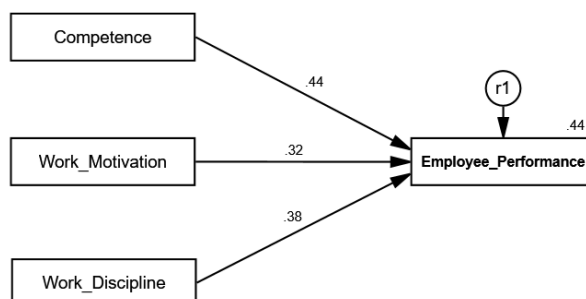


Figure 2. Path Analysis Model

Based on the path analysis model that is carried out, the next step is to carry out this hypothesis testing by comparing the t-count with the t-table. Looking at the level of significance. The level of significance is presented in the table below:

Table 2. Regression Weights

		Estimate	SE	CR	P
Employee_Performance <---	Competence	.144	.030	4.827	***
Employee_Performance <---	Work_Motivation	.221	.063	3.534	***
Employee_Performance <---	Work_Discipline	.212	.052	4.097	***

Source: AMOS Output, 2024.

Discussion

Competence selection has a direct influence on employee performance.

The results of the competency analysis on employee performance have a significant relationship, seen from the probability and significance in the processed data results. With a significance of $0.000 < 0.05$. This means that the better the competence of an employee, the more it will affect employee performance and have a positive impact on the organization. Competency-based organizations are considered important for achieving organizational goals (Macchi et al., 2019) .

Work motivation has a direct influence on employee performance.

The results of the analysis of work motivation on employee performance have a significant relationship, seen from the probability and significance in the results of data processing. With a significance of $0.000 < 0.05$. This means that high work motivation from an employee will affect employee performance. Work motivation is the foundation for an organization which is interpreted as a driver or motivator that can generate enthusiasm and change individual behavior (Firgan, 2023) .

Work discipline has a direct influence on employee performance.

The results of the analysis of work discipline on employee performance have a significant relationship, seen from the probability and significance in the processed data results. With a significance of $0.000 < 0.05$. This means that the work discipline possessed by employees in the organization will affect employee performance. Employees who have a high level of discipline will obey all applicable regulations and will work with enthusiasm and diligence even though the leader does not supervise directly (Asim & Sorooshian, 2022) .

CONCLUSION

From the results of the study it can be concluded that the variables of competence, work motivation and work discipline are the right independent variables in this study in measuring employee performance. Suggestions from future research are expected to be able to develop Human Resources research from the perspective of competence and organizational performance.

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