

The Influence of Work Discipline and Competence on Employee Performance of the Inspectorate of Musi Rawas Regency

Dendi Hartansyah, Yohanes Susanto & Noochamid Ustadi

Postgraduate Study Program, Master of Management Bina Insan Univesrsity, Indonesia

Email: dendiinspektorat2019@gmail.com, susantoyohanes60@gmail.com,
noorhamidustadi@gmail.com

Abstract

This study aims to determine the influence of work discipline and competence on the performance of the Inspectorate of Musi Rawas Regency. The sample in the study amounted to 64 with saturated sample technique. This research method uses quantitative data sources used are secondary and primary data, data collection techniques using research questionnaires and analysis techniques using regression analysis. Based on the results of data analysis that 1) the results of the t-test calculation of the Discipline Variable (X1) on Employee Performance (Y) show $t_{count} = 2.982 > t_{table} (2.032)$ meaning that partially there is an influence of discipline on performance; 2) the results of the t-test calculation of Competency Variable (X2) on Employee Performance (Y) show $t_{count} = 3.168 > t_{table} (2.032)$ meaning that partially there is influence of competency on performance; 3) the results of the calculation of the F test of Discipline Variables (X1) and Competence (X2) on Employee Performance (Y) show $F_{count} 7.991 > F_{table} = 3.25$ meaning that simultaneously there is an influence of discipline and competence on performance. The conclusion of the research is that work discipline and competence affect the performance of the Inspectorate of Musi Rawas Regency.

Keywords: discipline, competence, performance

1. Introduction

Every government organization should be able to optimize human resources and how they are managed. In order to the objectives of a governmental organization, human resource management cannot be exempt from the element of staff that is expected to work best. Human resources are the resources needed by an organization. Officials are the primary assets of the organization and hold strategic roles in the organization, namely thinkers, planners and controllers of organizational activities.

Human resources are all people involved in an organization in its efforts to its goals. Human resources are the only resources that have feelings, desires, skills, knowledge, motivation, strength, and work (Hasibuan, 2020). All such human resource potential can affect an organization's efforts to its goals. Despite technological advances, advanced information, sufficient funds, and sufficient supplies. Without human resources, it is very difficult for an organization to its goals. A governmental or private organization, human resources play a role in supporting the success of an institution or organization. Human resource management is crucial for agencies and companies and this can be seen because agencies or companies need it for their organization's progress. Human resources are one

of the determinants of the effectiveness of organizations. In achieving its objectives it is not independent of the role and performance of the officers in it.

Performance is the output generated by a function or indicator of a job or profession over a certain period of time. Employee performance needs to be continuously planned as employee performance improvements are not something that can be achieved overnight, but rather require matured planning and action within a certain period of time (Wirawan, 2019). This understanding suggests that performance emphasizes the process in which improvements are made to optimize the achievement of work or performance. The performance of the officer is very necessary because through this performance it can be known the ability of the employee in carrying out the tasks entrusted to him. In order to carry out and the implementation of organizational activities properly, the staff understands the procedures in accordance with the standards of performance established by the staff.

One of the most influential factors in SDM is the discipline factor. Discipline is the consciousness and willingness of a person to obey all applicable corporate rules and social norms. (Hasibuan, 2020). Good discipline reflects a person's sense of responsibility for the task assigned to him. It encourages work ethos, morality and the achievement of the goals of the company, employees and society. Therefore, discipline is one of the important factors in maximizing the performance of employees. Without good staff discipline, it is difficult for an organization to optimal results. A company or agency must be disciplined because it is difficult for a company to its goals without being supported by good staff discipline.

Musi Rawas is a district located in South Sumatra Province. Of course, to carry out local development affairs, each district has a district inspectorate. The function of the Regional Inspectorate is to assist the local government in the development, especially in the field of government. The District Inspectorate is a regional technical authority headed by the Head of the Ministry who is responsible to the Prince's Cabinet through the Regional Secretary. The capacity of the Regional Inspectorate in carrying out its responsibilities depends largely on the extent to which the organization is supported by productive human resources in implementing government programs.

The Regional Inspectorate also needs to be supported by highly performing and highly qualified staff. The presence of qualified staff is expected to be carried out in accordance with the arrangements that have been established in carrying out the main tasks of general work and spatial planning. In addition, in order to optimal performance, the institution should be supported by the development of human resources aimed at improving the professional quality and skills of the staff to perform its tasks and functions as best as possible.

What the researchers found in the Inspectorate of the District of Musi Rawas is the performance of the employees is less optimal that is not in accordance with the existing SOP that is proven at the time of drawing up the work plan and the SKPD budget, the staff did not complete the main tasks. work and work is not completed within the specified time although there is a time limit for the solution in the SOP is from 5 minutes to 3 days. resulting in the completion of the job is not maximum.

The phenomenon related to discipline that the researchers found in the Inspectorate of the

District of Music District of Rawas was that the officer was still out of office before the rest hour. As a result, the officers did not comply with the rules that exist in the District Inspectorate of Rawas County Music District at the moment, and the officer did not realize the importance of work discipline, weak discipline caused the decline of official performance. This shows that there are still many employees who come to the office not in accordance with the scheduled working hours, and still a lot of employees who do not come into the office.

Among the competence-related phenomena that researchers found in the Inspectorate District of Musi Rawas is the ability of employees to understand the tasks given by their leaders is still low and the quality of tasks solved is less satisfactory. For this purpose, the Inspectorate District of Musi Rawas can provide special training or workshops to give better understanding to employees. Ability to influence employee performance. This shows that the more competencies an employee has, the higher the performance of the employee according to his role. Seeing some reviews above me as a writer interested untic to conduct research in the Inspectorate District of Musi Rawas with the title “The Influence Of Work Disipline And Competence On Performance Employees”.

2. Literature Review

In order to be able to understand the discipline of work, it is necessary to know the understanding of the work discipline. Etimologically, the discipline is derived from the English disciple which means “followers” or “successors”, “teaching”, “training”, and so on. Discipline is a particular condition in which the people who are part of an organization are subject to existing rules with pleasure. Work is all human activity carried out to a set goal. Discipline is the consciousness and willingness of a person to obey all corporate rules and applicable norms (Hasibuan, 2010). Work discipline is a tool that managers use to change a behavior and some attempt to raise awareness and willingness of a person to obey all corporate rules and applicable social norms (Rivai, 2014). Discipline is the attitude of a person's readiness and reluctance to abide by and obey the norms of regulation that apply around him, good employee discipline will accelerate the company's goals while degraded discipline would become a barrier and slow the achievementof the company's goals (Sutrisno, 2019). It can be concluded that discipline is a tool or means for an organization to maintain its existence. With high discipline, officials will obey all existingrules, so that the business of the work can be in accordance with the established plan.

Discipline seeks to prevent delays and lazy work of employees and strives to address disagreements between employees and prevent disobedience caused by misunderstandings and misinterpretations. According to Rivai (Alfiah, 2019) there are five indicators of work discipline which are as follows: Presence is a key indicator that measures the level of discipline and generally low work discipline in employees can be reflected in the habits of employees who like to be late at work; Compliance with the regulations of work is a form of compliance of the employee to the rules of work and always comply with the procedures in force in the Office; Compliance with work standards is how much responsibility an employee has in carrying out the assigned tasks; The high level of alertness of employees is a careful and careful attitude in effective and efficient work; Work ethics is a form of indisciplinary action and employee work discipline.

In order to be able to understand the competence of the employee, it is necessary to know the understanding of that competence. Provide the hypothesis of competence as the underlying characteristic of a person and related to the effectiveness of individual performance in his/her work. In addition, Boulter and Hill (Sutrisno, 2019) argued that competence is a basic characteristic of someone who gives performance that can provide superior performance in a particular job, role, or situation. According to Finch and Crunkilton (Sudarmanto, 2019) present competence as the mastery of a task, skill, attitude and appreciation that the SDM organization must have to be able to perform the tasks of work according to what is charged by the organization. It can be concluded that competence is something associated with ability, knowledge or insight and attitude that is made a guideline in carrying out responsibility.

Indicators of staff competence according to Gordon (Sutrisno, 2019): Knowledge is the awareness in the cognitive field, for example, an employee knows how to perform learning identification and how to carry out learning identity and how do good learning according to the needs in the company; Understanding is the cognitive and affective depth of the individual. For example, an employee in carrying out learning should have a good understanding of the characteristics and conditions of work effectively and efficiently; Skill is the ability of an individual to perform tasks or tasks assigned to him. For example, the ability of employees in choosing the method of work that is considered more effective and efficient; Value is the standard of behavior that has been believed and psychologically united within a person. The standard of employee behavior in the performance of tasks; Attitude is a feeling or reaction to an external stimulus. For example, the reaction to the economic crisis, feelings about the increase in wages and their proportions. Sixth, interest is a person's tendency to do something. For example, a work activity.

Etymologically, performance of the word performance of work (performance). That is the performance of the word job performance or actual performance of work performance or real performance achieved by someone is the result of work in terms of quality and quantity attained by an employee in performing his duties in accordance with the responsibilities given to him (Suparno, 2015).

Performance is the result obtained by an organization, both profit oriented and non-profit oriented, generated over a period of time. (Fahmi, 2016). Employee performance is defined as the ability of an employee to perform a certain skill. Performance is the result of work that can be achieved by a person or group of people within an organization, in accordance with their respective authority and responsibilities, in order to endeavour to the objectives of the organization concerned legally, not in violation of the law and in conformity with moral and ethical principles (Sinambela, 2016). The performance indicators are as follows (Wibowo, 2016): Target is A goal is a different situation that an individual or organization actively seeks to; Standards A standard is a measure of whether a desired goal can be achieved; Return to Feedback is the input used to measure performance progress and the achievement of goals; Tools or facilities Tools or means waste resources that can be used to help accomplish a goal successfully without tools or means, the task of work cannot be accomplished and the goal cannot be solved properly; Competence Competence is the ability of a person the work that is given to him well; Motivated is the motivation; Opportunity Workers need to get an opportunity to slow their

work performance. There are two factors that contribute to the lack of opportunity to perform, namely the availability of time and the ability to qualify.

3. Research Method

The core of this research is the method of quantitative causal research. The population of this research is the Inspectorate District of Musi Rawas, which has a total of 64 people. In this study, the sample used was a civil service officer Inspectorate of District Musi Rawas with a total of 64 employees. The data collection techniques used are raw data forms of data obtained based on research using research questionnaires, the test technique of research instruments using validity and reliability tests, while the test of classical hypotheses using normality and linearity tests, as well as statistical techniques.

4. Findings and Discussions

The analytical techniques used are simple linear regression, correlation coefficient, test-t. As for the results of the simple linear regression test, the influence of work discipline on the performance of officers in the Musi District Inspectorate of Rawas obtained $Y = 47,423 + 0,635 X_1$. From the equation of the estimated value of the regression function above you can see the constant value obtained is $a = 47,423$ which means Employee Performance (Y) of 47.423 without being affected by the free variable of Labor Discipline. (X_1). The regression coefficient obtained representing the Labor Discipline variable is $b_1 = 0.635$ which indicates that whenever the Work Disciplines change, the Official Performance will change proportionally, which is 0.635.

The correlation coefficient (R) of the non-disciplinary variable (X_1) is 0.462. This can be explained by the fact that some of the relationship between the Work Discipline Free variable (X_1) and the Officer Performance Binded Variable (Y) can be said to be strong. To see the influence of the partially variable Labor Discipline on the variable Employee Performance can be explained by the t test. Based on the results of the calculation with the above t test, it can be seen that the Labor Discipline variable (X_1) has a significant impact on Employee Performance (Y) showing the t count value = 2,982 greater than the table value (2,032), and the level of significance is sig. is 0.05. This means that it can be concluded that the work discipline is partly influenced by the performance of officers in the Inspectorate of the District of Musi Rawas.

The result of the simple linear regression test Seeing the influence of competence on the performance of officials on the Musi District Inspectorate of Rawas obtained $Y = 62,946 + 0,391 X_2$. As can be seen from the equation of the estimated value of the regression function above, the constant value $a = 62,946$ is obtained. This shows that the performance of the employee (Y) of 62,946 is not affected by the free variable of ability. (X). A regression coefficient is obtained that represents the Competence variable of $b_2 = 0.391$ which indicates that each time the performance of the employee changes, the performance will change relative to the straight, which is 0.391.

And the value of the correlation coefficient (R) of the capacity-free variable (X_2) is obtained at 0.517. This can be explained by the fact that some of the relationship between the independent variable Competence (X_2) and the dependent variable Employee Performance (Y) can be said to be strong. Meanwhile, based on the results of the calculation of the test t obtained t count value = 3,168 capacity variables (X_2) against

employee performance (Y) greater than the value of the table (2,032), and the level of significance is sig. It is 0.005. This means that it can be concluded that some of the capacity has influenced the performance of the Inspectorate District of Musi Rawas.

The findings show that work discipline and competence have an influence on the performance of officers at the Inspectorate District of Musi Rawas. It can be seen from the regression equation: $Y = 39,621 + 0,462 X_1 + 0,298 X_2$. The result of the double linear regression test showed that 1) the value (constant) indicates a value of 39,621 which means if the value of the independent variable (work discipline and competence) is zero then the dependent variable value (official) performance) in this case is 39,622. A free variable will increase or realize if increased or affected by one unit. 2) The value of the regression coefficient of the labor discipline variable (X_1) to the employee performance variables (Y) is $b_1 = 0,462$, which means that if the work discipline (X_1) increases by one unit, then the staff performance will increase by 0,462. 3) The value of the variable regression coefficient of Competence (X_2) against Official Performance (Y) is $b_2 = 0,298$, meaning if Competence (X_2) has an increase of one unit, then it will have an increase in Officer Performance by 0,298.

The determinant coefficient value (R^2) is 0.583 which means that 58.30% of the variation in the value of variation of the dependent variable (employee performance) can be explained (simultaneously) by all independent variables (work discipline and competence). and the remaining 41.70% is influenced by other variables. Based on the generalization of the results of the double linear regression test obtained a calculation value of $7,991 > F_{table} = 3,25$, and a level of significance of sig F of 0,000. This shows that the independent variables studied (work discipline and competence) together (simultaneously) have a significant influence on the bound variables. (Performance of Employees).

5. Conclusion

Based on the results of the calculation of the test t can be described the disciplinary variable (X_1) against the performance of the employee (Y) which indicates that $t_{count} = 2,982$ is greater than the value of the table (2,032), and the level of significance is sig. is 0.05 This means that it can be concluded that some discipline affects the performance of the Inspectorate District of Musi Rawas. Based on the results of the calculation of the t test it can be explained that the capacity variable (X_2) against the performance of the officer (Y) indicates that $t_{count} = 3,168$ is greater than the value of the table (2,032), and the level of significance is sig. It is 0.005. This means that it can be concluded that some of the capacity has affected the performance of the Inspectorate District of Musi Rawas. Based on the recapitulation of the test results, the obtained calculation value is $7,991 > F_{table} = 3,25$ and the digestive rate simultaneously sig F is 0,000. This shows that together (simultaneously) research-free variables (discipline and competence) have a significant influence on the bound variables. (Performance of Employees). Based on the generalization of the test results obtained a calculation value of $7,991 > F_{table} = 3,25$, while the level of significance of sig F is 0,000. This shows that free variables (discipline and competence) studied at the same time (simultaneously) have a significant influence on bound variables. (Performance of Employees).

References

- Hasibuan Malayu. (2020). Manajemen Sumber Daya Manusia, Jakarta: PT Bumi Aksara.
- Wirawan. (2009). Evaluasi Kinerja Sumber Daya manusia, Jakarta: PT Bumi Aksara.
- Rivai. (2014). Manajemen Sumber Daya Manusia Dalam Organisasi Publik. Jatinangor: IPDN Press.
- Sutrisno. (2019). Manajemen Sumber Daya Manusia, Jakarta: Fajar Interpratama Mandiri.
- Alfiah. (2019). Organisasi dan Manajemen Sumber Daya Manusia, Jakarta: PT Asdi Mahasatya.
- Sudarmanto. (2019). Kinerja dan Pengembangan Kompetensi: Teori, Dimensi Pengukuran, dan Implementasi Dalam Organisasi. Yogyakarta: Pustaka Pelajar.
- Suparno. (2015). Manajemen Pengembangan Sumber Daya Manusia, Yogyakarta: Pustaka Pelajar.
- Sinambela, Litjan (2014). Performance of Employees: Teori Pengukuran dan Implikasi. Yogyakarta: Graha Ilmu.
- Wibowo. (2016). Manajemen Kinerja. Jakarta: Rajawali Pers.

Copyrights

Copyright for this article is retained by the author(s), with first publication rights granted to the journal.

This is an open-access article distributed under the terms and conditions of the Creative Commons Attribution license (<http://creativecommons.org/licenses/by/4.0/>)