

The Influence of Competence and Work Environment on Employee Performance at the Lubuklinggau City DPRD Secretariat

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Abstract

This research was carried out partially and simultaneously, with the data sources used were primary data using research questionnaires, data collection techniques used were observation, documentation and research questionnaires. The research method used is a quantitative method, with data analysis used is simple linear regression, correlation coefficient test, t test, multiple linear regression, determination coefficient test, and the respondent's F or sample test in this research are 57 employees of the Lubuklinggau City DPRD Secretariat employee. Testing the first hypothesis to find out the significant influence of competence on the performance of employees of the Lubuklinggau DPRD Secretariat, the value of t count is 4,552 and this table of 1,697 shows that t count > t table means that Ho is rejected and Ha is accepted. This means that there is a significant influence of competence on the performance of the Sekratriat employees of the Lubuklinggau City DPRD. Testing the second hypothesis to find out the significant influence of the work environment on the performance of the employees of the Lubuklinggau DPRD Secretariat, tcount of 11,486 and t table of 1,697 shows that t count > t table means that Ho is rejected and Ha is accepted. This means that there is a significant influence on the work environment on the performance of the Sekratriat staff of the Lubuklinggau City DPRD. Testing the third hypothesis to determine the significant influence of competence and work environment on the performance of the Sekratriat employees of the Lubuklinggau City DPRD. Ha accepted. Meaning There is a significant influence of competence and work environment on the performance of Sekratriat employees of the Lubuklinggau City DPRD.

Keywords: competence, work environment, employee performance.

1. Introduction

Preliminary observations can be seen that related to the competence of employees there are still employees who do not have the courage to work alone so that to do the work assigned to employees is not maximized. In addition, employees in completing work have not been able to do work efficiently, work that should be completed is postponed because the timeframe given is still there. There are still employees who have not been able to share their time at work so that many jobs are delayed to be completed and there are still employees who have not been able to receive input from fellow employees or from the leadership.

The work environment will be able to support employee performance, the analysis shows that there are still employees who have not been able to establish good relations between fellow employees, so they have not created a comfortable work environment. In addition, there are still employees who are unable to create a comfortable work environment because there are still employees who are not able to understand employee work rules so they come late and leave early.

Employees who have not been able to maximize competence and take advantage of a work environment that is able to support employees at work, so that the quality of work results is not satisfactory and employees at work have not been able to maximize quality and time in completing work. Based on the results of the analysis and seeing the problems that exist in the Secretariat of the DPRD Kota Lubuklinggau, the authors are interested in conducting research with the title "The Influence of Competence and Work Environment on Employee Performance at the Secretariat of DPRD Kota Lubuklinggau. This study limits the problem to the influence of competence and work environment on employee performance at the Lubuklinggau City DPRD Secretariat.

2. Literature Review

Competence is an ability to carry out or carry out a job or task that is based on skills and knowledge and is supported by the work attitude demanded by the job, that in increasing competence employees are expected to have motives in working, characteristics in completing work, and being able to have self-concept employees to work, as well as the knowledge needed by employees to be able to improve competence, and the skills possessed by employees at work so that they can cooperate with each other in working to improve competence and optimize employee competence.

The work environment is a very important component part in employees carrying out work activities. By paying attention to a good working environment or creating working conditions that are able to provide motivation to work, the employee's work environment can be improved by maintaining employee relations, noise levels that can interfere with employee concentration at work, understanding of employee work regulations, and lighting which is one of the supports employees at work, air circulation that can support employees to create an employee work environment, as well as work security that can support the improvement and quality of employee work.

Performance is the result of the work achieved has a strong relationship with the organization's strategic objectives, customer satisfaction, and contributes to the economy, employee performance can be improved by the employee's goals at work, understanding of employee work standards, feedback in completing work, competencies that support increased knowledge employees, understand the motives at work, as well as employees who are able to understand opportunities at work will support work that will be more optimal and optimal so that it can be completed optimally

3. Research Method

The research design used in this research is associative research, which is proving research, and finds a relationship between two or more variables. Variable relationships can be in the form of symmetrical, causal and reciprocal relationships. Because the title of this study is the effect of competence and work environment on employee performance at the Lubuklinggau City DPRD Secretariat. For each research variable, a list of 15 questions was made. Overall a list of 45 research questions includes 15 competency variable items, 18 work environment variable items, and 12 employee performance variable items.

4. Findings and Discussions

Trials of Research Instruments. Testing of the research instrument was carried out at the

Musi Rawas Regency DPRD Secretariat, with 27 employees as respondents. with 21 statements, each respondent (employee of the Musi Rawas Regency DPRD Secretariat) will answer the statement with alternative answers using a Likert scale. The results of testing the research instrument, namely the analysis of validity and reliability, are as follows:

Validity. According to Husein Umar (2013) the validity test is useful to find out whether there are statements in the questionnaire that are discarded/replaced because they are considered irrelevant. The test is carried out statistically, which is used manually or computer support, with the help of the SPSS package. The steps to measure validity are as follows: Conduct a coA test of the questionnaire by asking 27 respondents to answer the existing statements; Prepare the answer tabulation table; Calculate the correlation between data in each statement with a total score, using the product moment correlation formula. The measurement of the researcher's validity test was assisted by using a statistical program, namely the SPSS 17 program. Measuring validity can be done by comparing the r count value with the r table value. The validity test was carried out at the Secretariat of the DPRD of Musi Rawas Regency using 27 employees as research respondents. The results of this test can be seen whether the statements in the research questionnaire are appropriate or not suitable for statements on research variables. The results of data analysis can be seen as follows: From the test results shows the results of the validity test of the Competency variable (X1) out of 15 (fifteen) statements with a sample of 27 (twenty seven) respondents with a significant standard of 0.05 (5%). From sig 0.05 with 25 respondents, r_{table} is determined by the formula $r_{table} = n - 2$ then $r_{table} = 27 - 2$ then r_{table} with $n = 25$ value of 0.396, it can be seen that the first statement r_{count} is $0.518 > 0.381$ the second statement is r_{count} is $0.542 > 0.381$ third statement r_{count} $0.722 > 0.381$ fourth statement r_{count} $0.613 > 0.4$, fifth statement r_{count} $0.550 > 0.381$, sixth statement r_{count} $0.642 > 0.381$, seventh statement r_{count} $0.661 > 0.381$, eighth statement r_{count} $0.583 > 0.381$, ninth statement r_{count} is $0.501 > 0.381$, the tenth statement is r_{count} is $0.722 > 0.381$, the eleventh statement is r_{count} is $0.613 > 0.381$, the twelfth statement is r_{count} is $0.550 > 0.381$, the thirteenth statement is r_{count} is $0.642 > 0.381$, the fourteenth statement r_{count} is $0.661 > 0.381$, the fifth statement thirteen r_{count} of $0.583 > 0.381$ with the criterion that if $r_{count} > r_{table}$ then the data is declared valid. So from the results of the analysis it can be stated that the 15 statements on competency variables can be declared worthy of being used as research variable statements, with a Coreccted Item Total Correlation (CITC) value of $r_{count} > 0.381$, so the statement is declared valid.

The measurement of the researcher's validity test was assisted by using a statistical program, namely the SPSS 17 program. Measuring validity can be done by comparing the r count value with the r table value. The validity test was carried out at the Secretariat of the DPRD of Musi Rawas Regency using 27 employees as research respondents. The results of this test can be seen whether the statements in the research questionnaire are appropriate or not suitable for statements on research variables. The results of data analysis can be seen as follows:

From the test results shows the results of the validity test of the Competency variable (X1) out of 15 (fifteen) statements with a sample of 27 (twenty seven) respondents with a significant standard of 0.05 (5%). From sig 0.05 with 25 respondents, r_{table} is determined by the formula $r_{table} = n - 2$ then $r_{table} = 27 - 2$ then r_{table} with $n = 25$ value of

0.396, it can be seen that the first statement rcount is $0.518 > 0.381$ the second statement is rcount is $0.542 > 0.381$ third statement rcount $0.722 > 0.381$ fourth statement rcount $0.613 > 0.4$, fifth statement rcount $0.550 > 0.381$, sixth statement rcount $0.642 > 0.381$, seventh statement rcount $0.661 > 0.381$, eighth statement rcount $0.583 > 0.381$, ninth statement rcount is $0.501 > 0.381$, the tenth statement is rcount is $0.722 > 0.381$, the eleventh statement is rcount is $0.613 > 0.381$, the twelfth statement is rcount is $0.550 > 0.381$, the thirteenth statement is rcount is $0.642 > 0.381$, the fourteenth statement rcount is $0.661 > 0.381$, the fifth statement thirteen rcount of $0.583 > 0.381$ with the criterion that if rcount > rtable then the data is declared valid. So from the results of the analysis it can be stated that the 15 statements on competency variables can be declared worthy of being used as research variable statements, with a Coreccted Item Total Correlation (CITC) value of rcount > 0.381, so the statement is declared valid.

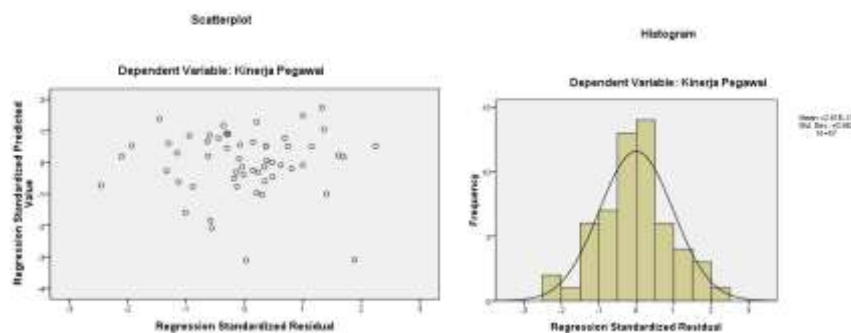
From the test results shows the results of the validity test of the work environment variable (X2) from 15 (fifteen) statements with a sample of 27 (twenty seven) respondents with a significant standard of 0.05 (5%). From sig 0.05 with 27 respondents, rtable is determined by the formula $r_{table} = n - 2$ then $r_{table} = 27 - 2$ then rtable with $n = 25$ value is 0.396, it can be seen that the first statement rcount is $0.603 > 0.381$ the second statement is rcount is $0.602 > 0.381$, the third statement rcount is $0.530 > 0.381$ the fourth statement is rcount is $0.615 > 0.381$ the fifth statement is rcount is $0.658 > 0.381$ the sixth statement is rcount is $0.609 > 0.381$, the seventh statement is rcount is $0.749 > 0.381$, the eighth statement rcount is $0.504 > 0.381$, the ninth statement rcount of $0.639 > 0.381$, the tenth statement rcount of $0.574 > 0.381$, the eleventh statement rcount of $0.749 > 0.381$, the twelfth statement rcount of $0.504 > 0.381$, the thirteenth statement rcount of $0.658 > 0.381$, the fourteenth statement rcount of $0.609 > 0.381$, the fifteenth statement rcount of $0.749 > 0.381$, with the criterion that if rcount > rtable then the data is declared valid. This means that all statement items in the questionnaire can be used as a valid measurement tool in the analysis because all Corrected Item Total Correlation (CITC) values rcount > 0.381.

From the results of the test shows the results of the validity test of the Employee Performance variable (Y) from 21 (twenty one) statements with a sample of 27 (twenty seven) respondents with a significant standard of 0.05 (5%). From sig 0.05 with 27 respondents, rtable is determined by the formula $r_{table} = n - 2$ then $r_{table} = 27 - 2$ then rtable with $n = 25$ value is 0.396, it can be seen that the first statement rcount is $0.438 > 0.381$ the second statement is rcount is $0.694 > 0.381$, the third statement rcount is $0.769 > 0.381$, the fourth statement is rcount is $0.683 > 0.381$, the fifth statement is rcount is $0.708 > 0.381$ the sixth statement is rcount is $0.480 > 0.381$, the seventh statement is rcount is $0.740 > 0.381$, the eighth statement rcount is $0.551 > 0.381$, ninth statement rcount of $0.616 > 0.381$, tenth statement rcount of $0.415 > 0.381$ eleventh statement rcount of $0.438 > 0.381$, twelfth statement rcount of $0.694 > 0.381$, thirteenth statement rcount of $0.769 > 0.381$, fourteenth statement rcount of $0.683 > 0.381$, fifth statement rcount is $0.708 > 0.381$, the sixteenth statement is rcount is $0.480 > 0.381$, the seventeenth statement is rcount is $0.740 > 0.381$, the eighteenth statement is rcount is $0.551 > 0.381$, the nineteenth statement is rcount is $0.616 > 0.381$, the twentieth statement rcount is $0.769 > 0.381$, the twentieth statement is one rcount of $0.683 > 0.381$, with the criterion that if rcount > rtable then the data is declared valid. This means that all statement items in the questionnaire can be used as a valid measurement tool in subsequent analysis because the Coreccted Item Total

Correlation (CITC) value $r_{counts} > 0.381$

Reliability testing was carried out at the Secretariat of the DPRD of Musi Rawas Regency using 27 employees as research respondents. The results of this test can be seen whether the statements in the research questionnaire are appropriate or not suitable for statements on research variables. The results of data analysis can be seen as follows: it is done to see how far the indicators that form the concept and represent the variables formed in the study. From the results of the reliability test, it can be seen that the score correlation of the competency variable (X1) is the Cronbach's Alpha coefficient value $(0.908) > r_{table} (0.381)$ and alpha 5% ($\alpha=0.05$, $N=25$). The results of processed data show that the indicators in the variables indicate that the data can be said to be reliable, so that it can be used as a measuring tool in further research. It is done to see how far the indicators that form the concept and represent the variables formed in the study. From the results of the reliability test it can be seen the correlation score of the Work Environment variable (X2) the value of the Cronbach's Alpha coefficient $(0.917) > r_{table} (0.381)$ and alpha 5% ($\alpha=0.05$, $N = 25$). The results of processed data show that the indicators in the variables indicate that the data can be said to be reliable, so that it can be used as a measuring tool in further research. It is done to see how far the indicators that form the concept and represent the variables formed in the study. From the results of the reliability test, it can be seen that the correlation score of the Employee Performance variable (Y) has a Cronbach's Alpha coefficient value $(0.938) > r_{table} (0.381)$ and alpha 5% ($\alpha = 0.05$, $N = 25$). The results of processed data show that the indicators in the variables indicate that the data can be said to be reliable, so that it can be used as a measuring tool in further research.

One of the requirements tests that must be met in the use of parametric analysis is the normality test of population data. The purpose of the normality test is to find out whether the data we have is normally distributed or not, so that if the data is normally distributed it can be used in parametric statistics and data. considered to be representative of the population. Testing is carried out on all questions that have been declared valid and reliable. The method commonly used to carry out the normality test is using the One Sample Kolmogorov Smirnov Test, where the data distribution is said to be normal if the results of the One Sample Kolmogorov Smirnov calculation produce a significant value or probability value > 0.05 .



By looking at Figure above, the histogram graphic display and the normal plot can be concluded that the histogram graph provides a pattern that is not skewness (skewness) under normal circumstances. While the normal plot graph looks spread around the

diagonal line, evenly distributed which is under normal circumstances, then from the results of the identification of the images contained above it can be concluded that the distribution is normal. It can be seen that the line “Asymp, Sig. (2-tailed)” bottom row. If the significant value of each variable is more than >0.05 then the normality test can be fulfilled. Based on the results of the normality test, it shows that the competency sig is 0.689, the working environment sig is 0.453 and the employee performance sig is 0.514, it can be concluded that the significant value is > 0.05 so that the data is declared normal, and the normality test is fulfilled and normal the results of the linearity test prove that the influence that occurs between the independent variable and the dependent variable is linear, the Sig deviation linearity value is $0.019 > 0.05$. If the significant value of the deviation is greater than 0.05, it means that the relationship between the predictor and the dependent variable is linear, so the significance in the ANOVA table meets the linear requirements. The results of the linearity test prove that the influence that occurs between the independent variable and the dependent variable is linear, the Sig deviation linearity value is $0.052 > 0.05$. If the significant value of the deviation is greater than 0.05, it means that the relationship between the predictor and the dependent variable is linear, so the significance in the ANOVA table meets the linear requirements.

This research was conducted at the Secretariat of DPRD Kota Lubuklinggau with the formulation of the problem in this research is how competence influences employee performance, how does the work environment affect employee performance, and how does competence and work environment influence employee performance. This research was carried out partially and simultaneously, with the data source used was primary data using research questionnaires, data collection techniques used were observation, documentation and research questionnaires. The research method used is quantitative method, with data analysis used is simple linear regression, correlation coefficient test, t test, multiple linear regression, coefficient of determination test, and F test. Respondents or samples in this study were employees of the Lubuklinggau City DPRD Secretariat totaling 57 employees. The results of the research and discussion are as follows:

The Influence of Competence on the Performance of Secretariat Employees of the DPRD Kota Lubuklinggau. Simple linear regression to find out the regression equation, the regression equation can be used to predict how high the value of the dependent variable is when the independent variable values are manipulated (changed) the results of the regression equation used are $Y = a + bX$, then the output equation can be $Y = 43,196 + 0.707X$, then the SPSS output results show $a = 43,196$. This means that if there are no competency variables, employee performance is 43,196, competency coefficients $b = 0.707$ is a regression coefficient, which means if the Lubuklinggau City DPRD Secretariat increases 1 unit, it will increase employee performance of 0.707. This research was conducted to determine the relationship between competency/work environment variables on employee performance at the Lubuklinggau City DPRD Secretariat. The results of data processing show that the R or Multiple R value indicates a correlation between the independent variable and the dependent variable of 0.523 and based on the table shows that the coefficient relationship level is moderate. This research was conducted to determine the significant effect of competence on the performance of employees of the Lubuklinggau City DPRD Secretariat. of 1,684 this shows that $t_{count} > t_{table}$ means that H_0 is rejected and H_a is accepted. This means that there is a significant

influence of competence on the performance of employees of the Lubuklinggau Municipal DPRD Secretariat.

The Influence of the Work Environment on the Performance of Secretariat Employees of the Lubuklinggau City DPRD. Simple linear regression to find out the regression equation, the regression equation can be used to predict how high the value of the dependent variable is if the independent variable values are manipulated (changed) the results of the regression equation used are $Y = a + bX$, then the output equation can be $Y = 24,202 + 0.989X$, then the SPSS output results show $a = 24,202$. This means that if there are no work environment variables, employee performance is 24,202, work environment coefficients $b = 0.989$ is a regression coefficient, which means if the Lubuklinggau City DPRD Secretariat increases 1 unit, then will increase employee performance by 0.989. This research was conducted to determine the relationship between competency/work environment variables on employee performance at the Lubuklinggau City DPRD Secretariat. The results of data processing show that the R or Multiple R values indicate a correlation between the independent variable and the dependent variable of 0.848 and based on the table shows that the level of the coefficient relationship is very strong. This research was conducted to determine the significant effect of the work environment on the performance of employees of the Lubuklinggau City DPRD Secretariat. ttable of 1,684 indicates that $t_{count} > t_{table}$ means that H_0 is rejected and H_a is accepted. This means that there is a significant influence of the work environment on the performance of employees of the Lubuklinggau Municipal DPRD Secretariat

The Influence of Competence and Work Environment on the Performance of Lubuklinggau Municipal DPRD Secretariat Employees. Multiple linear regression to find out the regression equation, the regression equation can be used to predict how high the value of the dependent variable is when the independent variable values are manipulated (changed) the results of the calculation of the SPSS output obtain a value of $b_1 = 0.243$ $b_2 = 0.895$ and a value = 14.411 then a and b is arranged into a multiple linear regression equation $Y = a + b_1X_1 + b_2X_2$, so the regression equation is $Y = 15.411 + 0.243X_1 + 0.895X_2$. That means that the equation is that the value of the constant $a = 15,411$ means that if there are no competency and work environment variables, then the employee's performance is 15,411 while the regression coefficient value $b_1 = 0.243$ this means that there is an increase in the competency variable by one unit, it will increase employee performance by 0.243 units. Then the value of the regression coefficient $b_2 = 0.895$ this means that every time there is an increase in one unit of the work environment variable there will be an increase in employee performance of 0.895 units. The coefficient of determination that this test is carried out to measure the ability of the model to explain the variance of the dependent variable, the results of the calculation of the coefficient of determination above, it can be seen that the value of R^2 is 0.744 meaning that the value of the coefficient of determination is 0.744 and the rest $(100 - 74.4\%)$ 25.6% is influenced by other variables such as , supervision. Work discipline, employee abilities, job placement, promotions, education, and others that are not included in the research variables. This test was conducted to determine the significant effect of competence and work environment on the performance of employees of the Lubuklinggau City DPRD Secretariat, the Fcount value was 78,598 and Ftable was obtained from: $F_{table} = n - m - 1 = 57 - 2 - 1 = 54$ (seen in table F 50 is of 3,180) Ftable of 3,180 indicates that Fcount >

Ftable means that H_0 is rejected and H_a is accepted. This means that there is a significant influence of competence and work environment on the performance of employees of the Lubuklinggau Municipal DPRD Secretariat.

5. Conclusion

After conducting research and discussion by achieving the research objectives, it can be concluded that: Testing the first hypothesis to determine the significant effect of competence on the performance of employees of the Lubuklinggau City DPRD Secretariat, the tcount is 4.552 and the ttable is 1.697. This means that there is a significant influence of competence on the performance of employees of the Lubuklinggau Municipal DPRD Secretariat. Testing the second hypothesis to determine the significant effect of the work environment on employee performance at the Lubuklinggau City DPRD Secretariat. The tcount is 11,486 and the ttable is 1,697. This means that there is a significant influence of the work environment on the performance of employees of the Lubuklinggau Municipal DPRD Secretariat. Testing the third hypothesis to determine the significant effect of competence and work environment on employee performance at the Lubuklinggau City DPRD Secretariat, the Fcount is 78,598 and Ftable is 3,180. This shows that Fcount > Ftable means that H_0 is rejected and H_a is accepted. This means that there is a significant influence of competence and work environment on the performance of employees of the Lubuklinggau Municipal DPRD Secretariat

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