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The Influence of Competence on Employee Performance on PT. Prisma Harapan in Jakarta

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Abstract. *This study aims to determine the influence of competence on employee performance in PT. Prisma Harapan in Jakarta. The method used is explanatory research with a sample of 62 respondents. Analysis techniques use statistical analysis with regression testing, correlation, determination and hypothesis testing. The result of this study competency variable obtained an average score of 3,711 with good criteria. Employee performance variables obtained an average score of 3,837 with good criteria. Competency has a positive and significant effect on employee performance with a regression equation value of $Y = 15,504 + 0.616X$, and a correlation coefficient value of 0.728 or has a strong relationship rate with a determination value of 53.0%. Hypothetical test obtained significance of $0.000 < 0.05$.*

Keywords: *Competence, Employee Performance.*

1. INTRODUCTION

Nowadays, the role of human resources in the organization is increasingly the key of the company in achieving its goals, because human resources is a very valuable asset in an organization / company. Along with the development of technological advances at this time that is increasingly rapid, it requires skills from resilient employees. A company that is conducive, will grow and develop by focused on its human resources in the hope that it can carry out the function of the existence of its human resources optimally. The management must also pay attention to the competency problems of employees in the organization / company. Competence is a basic character owned by a person or karawan who can distinguish it from others. Where the competence of one person with another is not the same.

The competence of an employee will have an impact on his/her work.

In carrying out its work every employee certainly has a reliable competence. Competence becomes provision and capital for employees to work professionally. This competency must be continuously honed and improved for employees so that employees' contribution to the company in the future will be better. According to Spencer and Spencer in (Moeheriono, 2012) competence is the underlying characteristic of a person with regard to the effectiveness of individual performance in his work or the basic characteristics of individuals who have causal relationships or as causal with criteria that are referenced, effective or perform prime or superior in the workplace or in certain situations. Competence becomes the basis of how the work done by employees can be carried out in accordance with the demands of the work that is their responsibility. In this case, employees must continue to be able to adjust to be able to have the will so as to meet the standards of competence in

accordance with the field of work.

In the face of business competition and rapid technological development today, companies are also required to have superior human resources and have competencies in accordance with the times. The company must prepare for an even greater role in human resource management, especially in terms of readiness of how the competency standards that human resources must have can be met. The existence of this of course in the future can support the smooth running of various operational functions of the company.

Employee performance is a measure of how human resources in a company have played a role or not to the progress of the organization. The potential of human resources that perform well is the determinant of the company's success. To achieve the best performance, of course, the need for targeted human resource management through various policies that can adjust the common interests between employees and companies. In addition, employee performance will be good with the awareness and seriousness of employees as individuals in carrying out their duties and responsibilities.

According to (Mangkunegara, 2009) argues that "Performance is the result of quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him". One of the factors that can encourage employee performance is the potential from within the employee in the form of competencies owned by each employee. Increasingly tight product competition in the globalization era, the development of increasingly sophisticated information technology, and changing consumer tastes make CV Inaura Anugerah and other similar companies of course continue to strive to increase production realization targets and other operational targets. One of the efforts that can be done is the empowerment of human resources owned through attention to the competencies of existing employees. Competence can be one way to improve employee performance so that the company's performance also becomes improved.

PT. Prisma Harapan is a company engaged in the sale or sales of fiber by always maintaining the quality of products that have been your company. With more and more companies engaged in the same field, demanding management must be able to equip its employees with a variety of trainings or by selecting employees who have the competencies expected so that the company's targets can be achieved well. Based on the background above, the researchers conducted a study aimed at knowing the influence of competence on the performance of PT employees. Prisma Harapan in Jakarta

2. LITERATURE REVIEW

2.1. Competence

Competence is also an ability based on skills and knowledge supported by work attitudes and their application in carrying out tasks and work in the workplace that refers to the specified work requirements. In Wibowo's opinion (2015;324), stated "Competence is an ability to carry out or perform a job or task based on skills and knowledge and supported by the attitude of work required by the work". Thus, competence shows skills or knowledge characterized by professionalism in a particular field as something important, as the excellence of the field. Meanwhile, according to Sutrisno (2015;203) explained that "Understanding competence in public and private organizations is very necessary especially to answer the demands of the organization, where there is a very rapid change, the development of very complex and dynamic problems and future uncertainties in the order of people's lives".

2.2. Employee Performance

Performance in this research is the result of quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to Mangkunegara (2013:67) kineja is the result of leather work and quantity achieved by an employee in carrying out his duties in accordance with the responsibility given to him

3. RESEARCH METHODS/METHODOLOGY

The population in this study amounted to 62 respondents of PT. Prisma Harapan in Jakarta. Sampling techniques in this study are saturated samples, where all members of the population are used as samples. Thus the sample in this study sample used amounted to 62 respondents. The type of research used is associative, where the goal is to know or find the connection between independent variables to their dependent variables. In analyzing the data used validity test, reliability test, simple linear regression analysis, correlation coefficient analysis, determination coefficient analysis and hypothesis testing.

4. RESULTS AND DISCUSSION

4.1. Descriptive Analysis

In this test is used to know the minimum and maximum score of the highest score, rating score and standard deviation of each variable. The results are as follows:

Table 1. Descriptive Statistics Analysis Results

Descriptive Statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Kompetensi (X)	62	29	47	37.11	4.189
Kinerja Karyawan (Y)	62	31	47	38.37	3.545
Valid N (listwise)	62				

Competency obtained a minimum variance of 29 and a maximum variance of 47 with a rating score of 3,711 with a standard deviation of 4,189. This score is included in the sakala range of 3.40 - 4.19 with either criteria or agree. Employee performance obtained a minimum variance of 31 and a maximum variance of 47 with a rating score of 3,837 with a standard deviation of 3,545. This score is included in the sakala range of 3.40 - 4.19 with either criteria or agree.

4.2. Verificative Analysis.

This analysis is intended to determine the effect of independent variables on dependent variables. The test results are as follows:

a. Simple Linear Regression Analysis

This regression test is intended to determine the change in dependent variables if independent variables change. The test results are as follows:

Table 2. Simple Linear Regression Test Results

Model	Coefficients ^a		Standardized Coefficients Beta	t	Sig.
	Unstandardized Coefficients B	Std. Error			
1 (Constant)	15.504	2.797		5.543	.000
Kompetensi (X)	.616	.075	.728	8.227	.000

Based on the test results in the table above, obtained regression equation $Y = 15,504 + 0.616X$.

b. Correlation Coefficient Analysis

Correlation coefficient analysis is intended to determine the strength level of the relationship of independent variables to dependent variables. The test results are as follows:

Table 3. Results of Coefficient Of Competency Correlation To Employee Performance.

Correlations ^b		Kompetensi (X1)	Kinerja Karyawan (Y)
Kompetensi (X)	Pearson Correlation	1	.728**
	Sig. (2-tailed)		.000
Kinerja Karyawan (Y)	Pearson Correlation	.728**	1
	Sig. (2-tailed)	.000	

Based on the test results obtained a correlation value of 0.728 means that competencies have a strong relationship to employee performance.

c. Analysis of Coefficient of Determination

Coefficient analysis of determination is intended to determine the percentage of influence of independent variables on dependent variables. The test results are as follows:

Table 4. Results of Competency Determination Coefficient Test on Employee Performance.

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.728 ^a	.530	.522	2.450

Based on the test results obtained a determination value of 0.530 means that competency has an influence contribution of 53.0% to employee performance, while the remaining 47.0% is influenced by other factors that were not researched.

d. Hypothesis Test

Hypothesis testing with t test is used to determine which hypothesis is accepted. Hypothetical formulation: There is a significant influence between competencies on employee performance.

Table 5. Results of Competency Hypothesis Test on Employee Performance.

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.504	2.797		5.543	.000
Kompetensi (X)	.616	.075	.728	8.227	.000

Based on the test results in the table above, obtained the value of t calculate > t table or (8,227 > 2,000), thus the hypothesis proposed that there is a significant influence of competence on employee performance is accepted.

4. Discussion of Research Results

1. Condition of Respondents' Answer To Competency Variables

Based on respondents' answers, competency variables obtained rating score of 3,711 are in the range of scale 3.40 - 4.19 with good criteria or agree.

2. Respondents' Answer Condition Variable Employee Performance

Based on respondents' answers, employee performance variables obtained rating score of 3,837 were in the range of scale 3.40 - 4.19 with good criteria or agreed.

3. Effect of Competence on Employee Performance

Competency has a significant effect on employee performance with regression equation $Y = 15,504 + 0.616X$, correlation value of 0.728 or has a strong relationship with an influence contribution of 53.0%. Hypothetical testing obtained the value of $t > t$ table or ($8,227 > 2,000$). Thus the hypothesis proposed that there is a significant influence between competencies on employee performance is accepted.

CONCLUSION

Competency variable obtained rating score of 3,711 is in the range of scale 3.40 - 4.19 with good criteria or agree. Employee performance variable obtained rating score of 3,837 is in the range of scale 3.40 - 4.19 with good criteria or agree. Competence has a significant effect on employee performance with regression equation $Y = 15,504 + 0.616X$, correlation value of 0.728 or strong and influence contribution of 53.0% while the remaining 47.0% is influenced by other factors. Hypothetical test obtained t value $> t$ table or ($8,227 > 2,000$).

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