

## THE INFLUENCE OF COMPETENCE ON EMPLOYEE PERFORMANCE AT PT. MANDIRI PRIMATAMA IN JAKARTA

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### ABSTRACT

This study aims to determine the effect of competence on employee performance at PT Mandiri Primatama in Jakarta. The method used is explanatory research with a sample of 80 respondents. The analysis technique uses statistical analysis with regression testing, correlation, determination and hypothesis testing. The results of this study on the competency variable obtained an average score of 3.77 with good criteria. The employee performance variable obtained an average score of 3.90 with good criteria. Competence has a significant effect on employee performance with the regression equation  $Y = 16.260 + 0.630X$ , and a correlation value of 0.710 or strong with a determination of 50.4%. The hypothesis test obtained a significance of  $0.000 < 0.05$ .

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### INTRODUCTION

The role of human resources in an organization is very important because human resources are a very valuable asset in an organization/company. Along with the development of technological advances at this time which is increasingly rapid, it requires skills from strong employees. Conducive companies will grow and develop by focusing on their human resources in the hope that they can carry out the function of the existence of these human resources optimally. Management must also pay attention to employee competence issues in the organization/company. Competence is a basic character possessed by a person or employee that can distinguish him from other people. Where the competence possessed between one person and another is not the same.

In carrying out their work, every employee certainly has competence that can be relied upon. Competence is the capital to work professionally and it must be

continuously honed and improved for employees so that their contribution to the company is better.

Each employee has underlying characteristics related to the effectiveness of individual performance in his work or basic characteristics of individuals that have a causal or causal relationship with the criteria used as a reference, effective or excellent or superior performance at work or in certain situations. Competence is the basis for how the work carried out by employees can be carried out in accordance with the demands of the work that is their job responsibility. In this case, employees must continue to be able to adapt to be able to have the will so that they can meet competency standards according to their field of work.

Employee performance is a measure of how human resources in a company have played a role or not in the progress of the organization. The potential of well-performing human resources determines

the success of the company. To achieve the best performance, of course, it is necessary to have directed management of human resources through various policies that can adjust the common interests of employees and the company. In addition, employee performance will be good with the awareness and sincerity of employees as individuals in carrying out their duties and responsibilities.

One of the factors that can drive employee performance is the potential within employees in the form of competencies possessed by each employee.

Competition in the private sector is getting tougher, especially in this era of globalization, the development of increasingly sophisticated information technology and changing consumer tastes means that companies must continue to strive to increase the realization targets to be achieved. One effort that can be done is to empower human resources through attention to the competence of existing employees. Competence can be one way to improve employee performance so that company performance also increases.

Based on the background above, the researchers conducted a study that aimed to determine the effect of competence on employee performance at PT Mandiri Primatama in Jakarta.

## METHOD

In this study, the research methodology employed involved a population of employees from PT Mandiri Primatama in Jakarta, comprising a total of 80 respondents. The sampling technique used was saturated sampling, where all members of the population were included as participants in the

Table 1. Descriptive Statistics Analysis Results

Descriptive Statistics					
	N	Minimum	Maximum	Means	std. Deviation
Competency (X)	80	27	49	37.79	4,420
Employee Performance (Y)	80	30	50	39.05	3,755
Valid N (listwise)	80				

Competence obtained a minimum variance of 27 and a maximum variance of 49 with a rating score of 3.77 with a standard deviation of 4.420.

Employee performance obtained a minimum variance of 30 and a maximum variance of 50 with a rating score of 3.90 with a standard deviation of 3.755.

study. By using this method, the researchers aimed to explore the relationship between independent variables and the dependent variable, specifically focusing on the impact of competency on employee performance.

For data analysis, the researchers employed several methods. They conducted validity tests and reliability tests to ensure the accuracy and consistency of the data collected. Simple linear regression analysis was utilized to examine the relationship between the variables of interest. Additionally, correlation coefficient analysis was employed to determine the strength and direction of the relationship. The analysis of the coefficient of determination was carried out to assess the proportion of the dependent variable's variance that can be explained by the independent variables. Lastly, hypothesis testing was conducted to evaluate the significance of the findings.

By employing these research methods, the study aims to gain insights into the relationship between competency and employee performance at PT Mandiri Primatama. The collected data will undergo rigorous analysis to provide valuable findings and contribute to the existing knowledge in the field.

## RESULTS AND DISCUSSION

### 1. Descriptive Analysis

In this test it is used to determine the minimum and maximum scores of the highest scores, rating scores and standard deviations of each variable. The results are as follows:

### 2. Verification Analysis.

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

#### a. Simple Linear Regression Analysis

This regression test is intended to determine changes in the dependent

variable if the independent variable changes. The test results are as follows:

Table 2. Simple Linear Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
1 (Constant)	16,260	2,577		6,310	.000
Competency (X)	.603	.068	.710	8,904	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the regression equation  $Y = 16.260 + 0.630X$  is obtained. From these equations can be explained as follows:

- 1) The constant obtained is 16,260 meaning that if competence does not exist or is constant, then there is an employee performance value of 16,260 points.
- 2) The competency regression coefficient was obtained for 0.630,

where the number is positive meaning that every time there is an increase in competence of 0.630 points, employee performance will also increase by 0.630 points.

**b. Correlation Coefficient Analysis**

Analysis of the correlation coefficient is intended to determine the level of the strength of the relationship from the independent variable to the dependent variable is good. The test results are as follows:

Table 3. Test Results for Competency Correlation Coefficients on Employee Performance

		Competency (X)	Employee Performance (Y)
Competency (X)	Pearson Correlation	1	.710**
	Sig. (2-tailed)		.000
Employee Performance (Y)	Pearson Correlation	.710**	1
	Sig. (2-tailed)	.000	

\*\* . Correlation is significant at the 0.01 level (2-tailed).

b. Listwise N=80

Based on the test results in the table above, a correlation coefficient value of 0.710 is obtained, meaning that competence has a strong relationship to employee performance.

**c. Analysis of the Coefficient of**

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

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.710a	.504	.498	2,661

a. Predictors: (Constant), Competence (X)

Based on the test results in the table above, a coefficient of determination of 0.504 is obtained, meaning that competence has an influence contribution on employee performance of 50.4% and the

**Determination**

Analysis of the coefficient of determination is intended to determine the percentage of influence of the independent variable on the dependent variable. The test results are as follows:

remaining 49.6% is influenced by other factors that were not studied.

**d. Hypothesis testing**

Hypothesis testing with the t test is used with the aim of knowing which hypothesis is accepted.

Hypothesis formulation: There is a positive and significant influence between competence on employee performance.

Table 5. Competency Hypothesis Test Results on Employee Performance

Model	Coefficients <sup>a</sup>		Standardized Coefficients Betas	t	Sig.
	Unstandardized Coefficients B	std. Error			
1 (Constant)	16,260	2,577		6,310	.000
Competency (X)	.603	.068	.710	8,904	.000

a. Dependent Variable: Employee Performance (Y)

Based on the test results in the table above, the value of t count > t table or (8.904 > 1.991) is obtained, thus the hypothesis proposed that there is a significant influence between competence on employee performance is accepted.

### DISCUSSION

The discussion of the research results reveals important findings regarding the variables of competency and employee performance.

Firstly, based on the respondents' answers, the competency variable received a rating score of 3.77, indicating a good or agreeable condition. This suggests that the level of competence among employees at PT Mandiri Primatama is satisfactory based on the respondents' perceptions.

Secondly, the variable of employee performance obtained a rating score of 3.90, falling within the range of good or agreeable criteria. This indicates that the employee's performance is considered good based on the respondents' assessments.

Furthermore, the study found a significant and positive effect of competence on employee performance. The regression equation  $Y = 17.517 + 0.565X$  represents the relationship between the variables, with Y representing employee performance and X representing competence. The correlation coefficient value of 0.710 indicates a strong relationship between the variables. Additionally, the contribution value of 50.4% suggests that competence explains a significant portion of the variance in employee performance.

Hypothesis testing supports these findings, as the obtained t-value (8.904) exceeds the critical t-value (1.991). This result indicates that the hypothesis proposing a

significant positive effect of competence on employee performance is accepted.

In summary, the research findings indicate that competence has a positive and significant impact on employee performance at PT Mandiri Primatama. These results highlight the importance of competency in influencing and improving employee performance within the organization.

### CONCLUSION

In conclusion, the findings of this study indicate that the competency level among employees at PT Mandiri Primatama is considered good, as reflected by a rating score of 3.77. Similarly, the employee performance variable received a rating score of 3.90, signifying that the employees' performance is in a good condition.

Moreover, the study reveals a significant and positive effect of competence on employee performance. The regression equation  $Y = 17.517 + 0.565X$  represents the relationship between the variables, with Y representing employee performance and X representing competence. The correlation coefficient value of 0.710 indicates a strong relationship between the variables, suggesting that competence plays a crucial role in determining employee performance.

Furthermore, the contribution value of 50.4% indicates that competence explains a significant proportion of the variance in employee performance. It is important to note that the remaining 49.6% is influenced by other factors not examined in this study.

Hypothesis testing further supports these findings, as the obtained t-value (8.904) exceeds the critical t-value (1.991), and the significance value ( $0.000 < 0.05$ ) confirms the significance of the relationship between competence and employee performance.

In summary, this study underscores the importance of competence in driving

employee performance at PT Mandiri Primatama. The findings suggest that enhancing and developing employees' competencies can lead to improved performance outcomes..

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