

Effect of Competence, Work Environment, Work Discipline and Work Achievement on Employee Performance

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Article Info

Received May 12, 2024

Revised June 14, 2024

Published June 20, 2024

Keywords: *competency, work environment, work discipline, work performance, employee performance.*

Abstract

This research aims to examine the influence of competency, work environment, work discipline and employee achievement on employee performance. In this research, the research methods used are descriptive and verification research. The population in this study were all employees of PT Bosowa Propertindo Makassar, totaling 35 employees. The sampling technique in this research is a saturated sample. The sample in this research was all employees of PT Bosowa Propertindo Makassar, namely 35 people. The analytical method used in this research is multiple linear regression analysis. The results of this research found that competence, work environment, work discipline and work performance, both simultaneously and partially, have a positive and significant effect on employee performance.

INTRODUCTION

Management concept Human resources are one of the most important aspects in the running of a company and organization to achieve the vision, mission and achievement of company or organizational goals so that company activities can run well, smoothly and sustainably, so employees are really needed who can work deftly with a high level of loyalty. high for companies in the office.

Human resources are an important asset for companies and organizations because of their role as implementing subjects for company policies and operational activities(Irmayanti et al., 2020). One of the resources owned by a company, such as capital, methods, materials and machines, will not be able to provide optimum results if it is not supported by competent human resources in their fields who also have optimum performance. It is certain that human resources are one of the resources that can best determine the success or failure of a company or organization(Cahyadi et al., 2023). The quality and quantity of employee work is a very important element in improving the achievement, performance and level of progress of a company(Liana, 2019).

In the era of globalization, with the development of science, technology, information and very high levels of competition, all aspects of service companies, everything is required to contribute through optimal performance.(Martoyo et al., 2022)and also satisfying this in order to find out how much an employee can provide all his abilities and contributions to the company where he works and how optimal the performance of an employee is.

Performance is a work result achieved by a person in carrying out the tasks assigned to him based on skill, experience, seriousness and time.(Zulkarnaen et al., 2018). One of the companies that is also required to provide optimal service and is also required to improve the performance of all its employees, one of which is PT Bosowa Propertindo in Makassar, which is a company that operates in the property sector such as housing, where the housing being developed is currently being marketed for the middle class segment. to the top.

Employee performance is a function of ability and motivation, where ability consists of the skills, training and resources needed to carry out tasks and motivation is described as the inner strength that drives individuals to act on something.(Dianantari et al., 2019). The performance of employees in institutions/institutions that are more motivated are those who have the drive to increase productivity, quality, quantity and commitment. Employee performance can be said to be good if the target obtained exceeds the company's minimum target, how much achievement is achieved, and is able to complete the tasks given by the Company(Student & Heryanda, 2022). The more optimal employees are in carrying out their duties, the better the resulting performance will be.

One thing that influences improving employee performance is

competence. Competency is something that an employee must have to be able to carry out their work in order to complete their work in accordance with the targets set by the Company (Arifin et al., 2019). Employee competency can be achieved by providing training to employees that is appropriate to their job needs and organizational goals. A high level of competency also requires an adequate work environment so that employee performance increases as well.

The work environment is one of the main factors that can improve employee performance because the work environment triggers employees to be able to work optimally (Asfar & Anggraeni, 2020). A work environment that is not conducive will make it difficult for employees to do their work, employees will easily fall ill, get stressed easily, have difficulty concentrating and reduce work productivity. Just imagine, if the work space is uncomfortable, hot, the air circulation is inadequate, the work space is too crowded, the work environment is not clean, noisy, and the work tools are inadequate, this will certainly have a big impact on employee work comfort (Firnanda & Wijayati, 2021).

Another factor that can improve employee performance is work discipline. Work discipline must apply in the company which will form the obedience and compliance of employees when they carry out their work (Sandika & Andani, 2020). Employees who always apply discipline within themselves, especially when working, will have better qualities compared to other employees. Work discipline provides great benefits for the company and employees. For the company, the existence of work discipline will ensure the maintenance of order and smooth implementation of tasks (Primary, 2020) so that optimal results are obtained, while for employees, work discipline will create a pleasant work atmosphere and employee morale will also increase, this makes employees carry out their work with full awareness (Maryadi et al., 2021).

Job performance also influences employee performance. Job Performance Assessment is a systematic assessment process carried out by assessing officials regarding employee work targets and work behavior (Alfadri et al., 2023). It is hoped that the Job Performance Assessment can be used as a measuring tool for promotion and employee performance. By using work performance assessments as a measure for promotion to a position, it will indirectly have an impact on the performance of the agency itself (Marlinda et al., 2021). Placing employees in the right position will improve employee work performance. Job promotion is a

means that can encourage employees to be better or more enthusiastic in carrying out work within the organization (Buhaerah, 2021).

Based on observations made on employees of PT Bosowa Propertindo in Makassar, there are still employees who lack competence, employees still feel that the work space is uncomfortable, there are still employees who arrive late for work, there are still many employees who do not return on time after the lunch break. , and employees often chat during working hours and employees feel that there is still not enough promotion being carried out by the Company. This can also indicate low employee performance. Therefore, this research aims to examine the influence of competence, work environment, work discipline and employee performance on employee performance, because without competence, work environment, work discipline, work performance and good employee performance, it is difficult to realize the company's goals.

METHODS

In this research, the research methods used are descriptive and verification research. Descriptive research methods are used to obtain data from a place and collect data, such as distributing questionnaires. Descriptive research methods are carried out in order to explain the current condition of the population and describe facts, characteristics of objects and subjects systematically and precisely. Meanwhile, according to (Sugiyono, 2022), the verification method is specifically an evidence-based research method for testing hypotheses, the results of descriptive research are calculated statistically so that the results of the evidence show that the hypothesis is rejected or accepted. The verification method is used to test hypotheses using statistical testing tools, namely SPSS (Statistical Package for Social Sciences).

The population in this study were all employees of PT Bosowa Propertindo Makassar, totaling 35 employees. The sampling technique in this research is a saturated sample. The sample in this research was all employees of PT Bosowa Propertindo Makassar, namely 35 people. The analytical method used in this research is multiple linear regression analysis.

RESULTS AND DISCUSSION

In this research, the normality test of the residuals uses the normal P-Plot as follows:

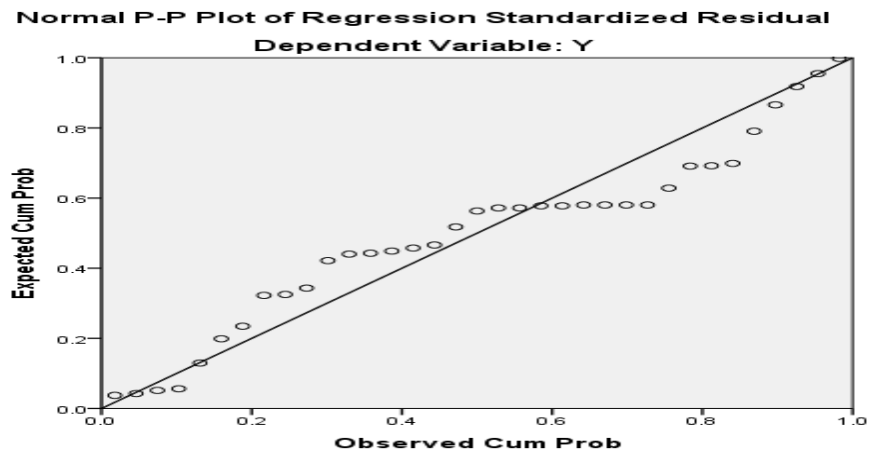


Figure 1. Normal P-Plot

Figure 1 is a test of normality using a normal probability plot approach and the points are spread around the diagonal line.

To be able to measure how big the influence of the dependent variable and independent variable is. Below will be presented the results of testing the coefficient of determination as follows:

Table 1. Coefficient of Determination

Model Summary b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.621a	.753	.722	1.43506

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Based on Table 1, the results of testing the coefficient of determination in the table above, can be seen that the Adjusted R square value is 0.722, which means that this value shows that the assessment of competency, work environment, work discipline and work performance has an influence on employee performance by 72.20%, while the remaining 100% - 72.20% = 27.80%, meaning it is influenced by other variables not examined by researchers

in this study.

The F test aims to test the influence of the independent variables together or simultaneously on the dependent variable. The results of the simultaneous significance test can be seen in table 2.

Table 2. TestSimultaneous ANOVAa

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	96.147	4	150,416	88,961	,000b
	Residual	47,186	31	2,714		
	Total	143,333	34			

a. Dependent Variable: Y

b. Predictors: (Constant), X4, X3, X2, X1

Based on the table, it is known that the calculated F value is 88.961 and the Sig value. is 0,000. It is known that the F table is at a value of 88.891, and the results obtained are the calculated F value of $88.9612 > 3.15$ (F Table) and the Sig value is $0.000 < 0.05$, then competence, work environment, work discipline and work achievement are together or simultaneously has a significant effect on employee performance.

The t statistical test is used to determine the level of significance of the influence of each independent variable on the dependent variable. Table 3 presents the regression coefficient values, as well as the t statistical value for partial influence testing.

Table 3. TestPartial Coefficientsa

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.	Collinearity Statistics	
		B	Std. Error				Tolerance	VIF
1	(Constant)	1,586	1,071		3,903	,000		
	Competence	,348	.137	,362	3,751	,000	.105	8,343
	Work environment	,319	.128	,306	2,516	.012	,246	3,773

Work discipline	,194	,119	,264	2,308	.019	,215	4,631
Performance	,217	,146	,208	2,412	.021	,261	3,217

a. Dependent Variable: Y

Based on the t test results in the table, the results are:

1. It is known that the regression coefficient value of the Competency variable (X1) is 0.348, which is positive. This means that there is a positive influence between competency on employee performance. The known calculated t value of X1 is 3.751 and Sig. The result obtained is 0.000, with a t table of 2.042, and an alpha of 0.05, then $t_{count} (3.751) > t_{table} (2.042)$, and $Sig. > \alpha$ then X1 has a significant effect on Y. So it can be concluded that competence has a positive and significant effect on employee performance.
2. It is known that the regression coefficient value of the work environment variable (X2) is 0.319, which is positive. This means that there is a positive influence between the work environment on employee performance. The known calculated t value of X2 is 2.516 and Sig. The result obtained is 0.012, with a t table of 2.042, and an alpha of 0.05, then $t_{count} (2.516) > t_{table} (2.042)$, and $Sig. > \alpha$ then X2 has a significant influence on Y. So it can be concluded that the work environment has a positive and significant influence on employee performance.
3. It is known that the regression coefficient value of the work discipline variable (X3) is 0.194, which is positive. This means that there is a positive influence between work discipline on employee performance. The known calculated t value of X3 is 2.308 and Sig. The result obtained is 0.000, with a t table of 2.042, and an alpha of 0.05, then $t_{count} (2.308) > t_{table} (2.042)$, and $Sig. > \alpha$ then X3 has a significant effect on Y. So it can be concluded that work discipline has a positive and significant effect on employee performance.

It is known that the regression coefficient value of the achievement variable (X4) is 0.217, which is positive. This means that there is a positive influence between competency on employee performance. The known calculated t value of X4 is 2.412 and Sig. The result obtained is 0.021, with a t table of 2.042, and an alpha of 0.05, then $t_{count} (2.412) > t_{table} (2.042)$, and $Sig. > \alpha$ then X4 has a significant influence on Y. So it can be concluded that work

performance has a positive and significant influence on employee performance.

CONCLUSION

Competency influences employee performance

The results of this research found that competence has a significant effect on employee performance. This means that if an employee has high competence, it can provide an increase in the employee's work output. Competence refers to behavior that can be considered malleable. The assumption made that if employees behave as expected in the competency provisions, namely good behavior, will provide good results. This assumption is based on an analysis of the behavior of employees who perform well. If so, other employees who behave in the same way will perform well.

The results of this study support the research results(Lumanauw, 2022)And(Nurhaeda et al., 2022)found that competence has a positive and significant effect on employee performance. Employees who have work abilities that are appropriate to their field of work will be more careful about the results the employee gets at work

The work environment influences employee performance

The results of this research found that the work environment has a significant effect on employee performance. This means that a conducive work environment can provide a feeling of comfort and calm to employees when carrying out their duties and responsibilities so that it can improve employee performance. The condition of the work environment is said to be good if the people involved in it can carry out activities optimally, healthily, safely, comfortably and their performance can increase. A work environment that is not conducive will make it difficult for employees to do their work, employees will easily fall ill, get stressed easily, have difficulty concentrating and reduce work productivity. The work environment includes the physical environment and non-physical environment, and both have a positive impact on work motivation. A work environment that makes employees feel comfortable working causes employees to feel comfortable at work.

The results of this study support the research results(Handayani & Daulay, 2021)And(Arianto & Kurniawan, 2020)found that the work environment has a

positive and significant effect on employee performance, with the support of a comfortable work environment that supports the smooth running of tasks, employee performance will improve (Kitta et al., 2023).

Work discipline influences employee performance

The results of this research found that work discipline has a significant effect on employee performance. This means that with work discipline, employees will maintain their performance. If discipline is inherent in employees, it will motivate or encourage employees to work harder. Compliance with all company regulations and rules can motivate employees to work better. Because if there is a violation or work does not comply with the regulations, the employee will receive sanctions. Companies require high work discipline so that there is consistency in the tasks given and there is no decline in performance.

The results of this study support the research results (Tambani et al., 2022) and (Arnisa et al., 2023) found that work discipline has a positive and significant effect on employee performance. Work discipline is very important for companies, because work discipline is a means used to train employee personalities to produce quality performance. The application of work discipline is not only useful for achieving goals in an organization but is also useful for encouraging and mobilizing employees.

Work performance influences employee performance

The results of this research found that work performance has a significant effect on employee performance. This means that having an achievement assessment means that employees receive attention from their superiors, thus encouraging them to be enthusiastic about working and employee performance increases. Job performance assessment is a form of organizational process that assesses employee performance or achievements in carrying out their work. Job performance appraisal can also be understood as someone who provides information about employees related to their performance so far. As a result, the company will later be able to make decisions regarding employee performance, such as employee transfers, promotions or others.

The results of this study support the research results (Suwanto et al., 2022) and (Fachrurazi, 2023) who found that work performance had a positive and significant effect on employee performance. The company's appreciation of employees greatly influences employee performance, where employees who

receive awards will be motivated to improve the quality or performance of their work.

CONCLUSION

Based on the research results, it can be concluded that competency has a significant effect on employee performance. This means that if an employee has high competence, it can provide an increase in the employee's work output; The work environment has a significant effect on employee performance. This means that a conducive work environment can provide a feeling of comfort and calm to employees when carrying out their duties and responsibilities so that it can improve employee performance; Work discipline has a significant effect on employee performance. This means that with work discipline, employees will maintain their performance; work performance has a significant effect on employee performance. This means that having an achievement assessment means that employees receive attention from their superiors, thus encouraging them to be enthusiastic about working and employee performance increases.

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