Research article

THE INFLUENCE OF COMPETENCE, WORK DISCIPLINE, WORK ETHIC AND MOTIVATION TO THE PERFORMANCE OF OFFICE STAFF OF SITINJAU LAUT DISTRICT KERINCI

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Abstract

This study aims are to know Influence of competence on the employee performance of the district office of Sitinjau Laut. The influence of discipline on the employee performance of Sitinjau Sea district office.   Effect of work ethic on the employee performance of Sitinjau Laut district office.   Influence of motivation to the performance of employees of Sitinjau Laut subdistrict office and   Influence of competence, discipline, work ethic, and motivation to the performance of employees of Sitinjau Laut subdistrict office.

The rseult of this research are The competency variable is T$counting$ greater than the T$table,$ as a result Ho rejected and Ha accepted. Competency variables have a positive and significant effect on the employee's performance, it can be concluded that the hypothesis (H1) that reads the competency partially positively and significantly affect the performance of district office officers Sitinjau Laut Kerinci District was accepted, thus the first hypothesis (H1) was received.   The working discipline variable is t$counting$ greater than the T$table$, as a result Ho rejected and Ha accepted. Working discipline variables are positive and significant to the employee's performance, it can be concluded that the hypothesis (H2) that reads working discipline partially affects positively and significantly towards the performance of District office officers The Kerinci District sea site was accepted, thus the second hypothesis (H2) was received.   The work ethic variable is a smaller T$counting$ than the T$table$, as a result Ho accepted and Ha rejected. Variable work ethic has no negative and significant effect on employee's performance, it can be concluded that the hypothesis (H3) that reads working discipline in partial effect negatively and significantly towards the performance of District office officers The Kerinci District Sitinjau Laut was rejected, thus the third hypothesis (H3) was rejected.   The motivation variable is T$counting$ greater than the T$table$, as a result Ho rejected and Ha accepted. The motivation variable is positive and significant to the employee's performance, it can be concluded that the hypothesized (H4) motivated partial motivation has a positive and significant effect on the performance of Sitinjau Laut District office officer Kerinci District was accepted, thus the fourth hypothesis (H4) was received And   From ANOVA test, gained greater Fcount value f table,

consequently Ho rejected and Ha received. Variablel competence, work discipline, work ethic and motivation jointly influence positive and significant to the performance of office officers of Sitinjau Laut District of Kerinci, it can be concluded that the fifth hypothesis (H5) that reads "Competence, work discipline, work ethic and motivation jointly effect a significant impact on the performance of office staff Sitinjau Laut District Kerinci received, then by the fifth hypothesis (H5) are acceptable. **Copyright © ajhsr.com, all rights reserved.**

Keyword: Competence, Work Discipline, work ethic, motivation, performance

I. INTRODUCTION

The implementation of the tasks well, required coaching officers are directed to improve the quality of human resources in order to have attitudes and behaviors that in case devotion, honesty, responsibility, discipline and authority so as to provide As the demands of community development. Human resources have an important role for the organization because of human resources as a System Manager, so that the system is still running, of course in its management must pay attention to important aspects such as competence, work ethic, discipline, Education and training as well as the level of comfort of working so that employees can be encouraged to provide all capabilities in accordance with the needs of the organization. Human resources with good performance will ultimately result in the performance of good employees also.

In connection with the above that to proclaim good community service, then the government in the implementation is needed a workforce that has a high sense of social responsibility, and supported by the competence of the appropriate personnel With the need of an organization that is a workforce that has the knowledge, expertise, skills and behaviors necessary to perform the main tasks and functions in order to achieve the objectives of the Organization. Organizational performance clearly includes performance of organizational members. Therefore, work success in each member of the organization has become important to the achievement of the Organization's success in achieving certain objectives.

In the sub district office of Sitinjau Laut District Kerinci performance problems become important factor because it is one of the districts of 16 (sixteen) sub-districts in Kerinci district so that employees from District Sitinjau Laut will be very The success of regional management, especially in regional autonomy. One of the main problems that occurred in the office of the subdistrict Sitinjau Laut District Kerinci which is also a problem in almost all institutions or government agencies is the emergence of complaints and dissatisfaction of society on the service To society that is not maximal and fact proves that the performance of civil state apparatus (ASN) is still a concern, still poor ASN performance is known from still high percentage delay in work and execution of tasks that are not suitable Standard.

The electoral districts of Kerinci sub-district as a focus on the research based on the decline and instability of the performance of institutions in the years 2016, 2017, and 2018, related to the previous explanation, that of the many resources Owned by the organization, human resources are viewed as the most decisive resource. It is easy to understand because human resources can make the organization run effectively and efficiently, while other resources are dependent on the human resources that utilize it. Therefore, human resources must be managed professionally in order to provide optimum contribution to the achievement of organizational objectives.

The research purposes is to know and to describe empirically about : Influence of competence, discipline, work ethic   and motivation to the employee performance of the district office of Sitinjau Laut.

II. Literature

1. Performance

The word performance is a translation of the word performance, which, according to The Scribner-Bantam English Dictionary, the United States and Canada (1979), comes from The root "to perform" with some "entries" namely: (1) conducting, executing, executing (to do or carry out, execute); (2) Fulfill or carry out the obligation of an intention or vow (to discharge of fulfill; as vows); (3) Perform or perfect the responsibility (to execute or complete an undertaking); and (4) Do something that is expected by a person or machine (to do what is expected of a person machine). Moeheriono, (2012:95).

2. Competence

Piet and Ida Sahertian in Kunandar (2008:52) said that competence is the ability to implement something that is acquired through education and training that is cognitive, affective, and performance. The competency according to Mulyasa (2003:37) is a mixture of knowledge, skills, values and attitudes reflected in the habit of thinking and acting.

3. Working discipline

Simamora (2012:610) states that working discipline is a procedure that corrects or punishes subordinates for violating rules or procedures. Discipline is a form of employee self-control and regular execution and demonstrates the degree of seriousness of a working team within an organization. While according to Siswanto (2013:291) said that the working discipline is an attitude of respect, respect, obey and obey the rules that apply both written and unwritten and able to run it And did not avoid receiving sanctions when he broke the duties and authority given to him. Meanwhile, according to Siagian (2010:305), the work discipline is a form of training that seeks to improve and shape the knowledge, attitudes and behaviour of the officers so that the officers voluntarily strive to work with other employees.

4. Work ethic

Ethos comes from the Greek, ethos, which means attitude, personality, disposition, character, and confidence in something. This attitude is not only owned by the individual, but also by the group even society. Ethos is formed by various habits, cultural influences, and the value system it believes in (Tasmara, 2002:15). The same thing is also conveyed by Tebba (2003:1) that the work ethic is the spirit and the inner attitude of a person or group of people so far in it is moral pressure.

5. Motivation work

Motivation is a driving force or mobilizer for certain attitudes that can arise from within or outside the individual. The motivation of the Latin word movere means encouragement, desire, cause, or reason for someone to do something. Robbins and Judge (2012:222), argues that motivation as a process that explains the intensity, direction, and diligence of an individual to achieve his goals.

RESEARCH METHODS

Based on the formulation, objectives and research hypothesis the methods used in this research are quantitative research to figure out the influence between variables. The research subject is the clerk of Sitinjau Laut District office of Kerinci. From the expert opinion, this research analyzes the relationship between competence, discipline, work ethic, and motivation to employee performance.

The data types in this study are quantitative and qualitative data. The quarantine Data is the result of interviews on employees and superiors. Quantitative data is the data of the poll given to the research sample. The data sources in this research are primary data sources and seconders. Primary data is data that is directly obtained from research samples.

Data from research samples that are competency data, discipline, work ethic, motivation and employee performance. Whereas the data secondary is data obtained from other parties such as literature and previous research.

Hypothesis testing in this study using double regression analysis. Multiple regression analyses aim to know the causal relationship between variables that affect the affected variables. With the following models of double regression equations:

IV. ANALYSIS AND DISCUSSION

1. Validity test

A validity test is used to measure a valid or invalid questionnaire. To know the validity of the questionnaire was carried out with the Pearson Product Moment correlation technique by doing the correlation between scores of each variable and its total score. A variable/statement is said to be valid when the score of the statement is significantly correlated with the total score for testing using

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Kinerja
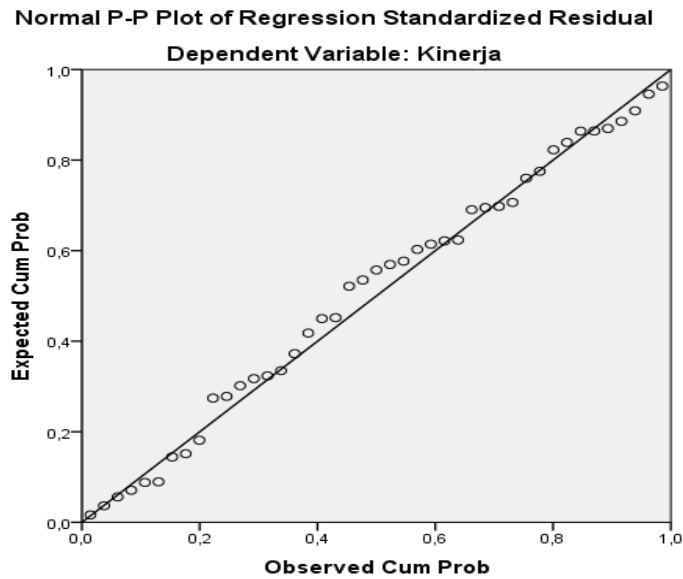
the IBM SPSS program version 24.0. To know the validity of the questionnaire is done by comparing the rtable by Rcount.

The rtable value is seen in the R table with DF = n-2 (n = number of respondents/samples) with a significance rate of 5% (0.05). In this study, the Rtable value with sample 43 is as follows: (1) df = 43-2 = 41; Where the rtable value is in significance 5% = 0,3008; (2) If the result is > 0.3008, then the statement is valid, otherwise if the countdown is < 0.3008, then the statement is invalid.

2. Reliability Test

Reliability is a test tool to determine the reliability of variables or a certain measurement results have consistency when measured multiple times of the same symptoms. The high low of reliability is demonstrated by a number of Cronbach Alpha (α) $\geq$ 0.6. If Cronbach Alpha (α) is greater than or equal to 0.6 then the research variable is considered reliable, and conversely when Cronbach Alpha is smaller than 0.6 then the research variables are not reliable (Sekaran and Bougie, 2010).

3. Test normality

This normality test is used by authors to test the normality of regression models. Testing is done using Kolmogrov-Smirnov test against each variable. A regression Model with a normal distribution when the sign value. Kolmogrov-Smirnov each variable greater than α = 0.05.

Table 1: Hasil Uji Normalitas
One-Sample Kolmogorov-Smirnov Test

|		Unstandardized Residual
N		43
Normal Parameters[a,b]	**Mean**	,0000000
	Std. Deviation	1,26363897
Most Extreme Differences	**Absolute**	,081
	Positive	,061
	Negative	-,081
Test Statistic		,081
Asymp. Sig. (2-tailed)		**0,200**

a. Test distribution is Normal.
b. Calculated from data.

From the table 1 above which is a test of normality, it can be seen that in a regression model, the variable bullies or residual have a normal distribution.

It can be seen from the results of ASYMP value. Sig. (2-tailed) = 0.200 > 0.05. So it was concluded that for competency variables, work discipline, work ethic, motivation and performance of Normal distribution.

4. Test linearity

Whereas with the testing of linearity using the P-P Plot graph can be seen in the image below:

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kinerja
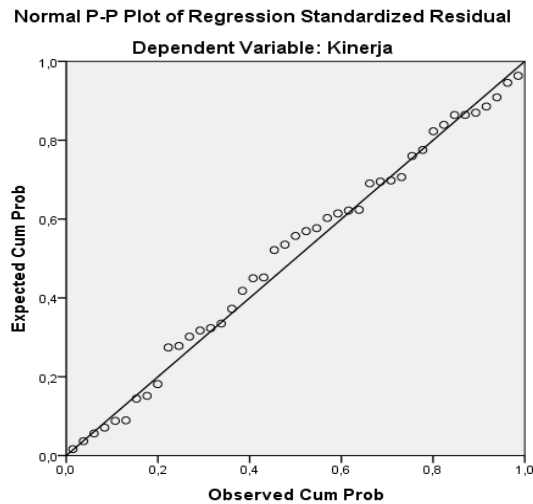
From figure III above, it can be seen that the Normal output points of the P-Plot are Normal. Thus this linearity test states that the specifications of the model used are correct. And the regression equation function used is linear form.

5. Test multikoliniearity

The multicholinerity test aims to test whether a regression model is found to be in the absence of a free (independent) variable. A good regression Model should have no correlation between free variables if the variables are freely correlated then these variables are not orthogunal. An ortogunal variable is a variable free which values the correlation between the other free variables = 0 (Ghozali, 2011).

Multicolonierity test is a way to detect the presence or absence of multicolonierity in the regression model through the value of tolerence and variance inflation factor (VIF). A common cut-off value for indicating a multicolonierity is a tolerence value of ≥ 0.10 or equal to the value of VIF ≥ 1.0.

From table 1 above obtained:

A. Competency variable (X1), value tolerance = 0.816; and VIF = 1.225. Then it can be concluded this variable does not occur Multicolonieritas.

B. Working discipline variables (X2), tolerance value = 0.935; and VIF = 1.069. Then it can be concluded this variable does not occur Multicolonieritas.

C. Work ethic (X3), value tolerance = 0.807; and VIF = 1.239. Then it can be concluded this variable does not occur Multicolonieritas.

D. Motivation variable (X4), value tolerance = 0.932; and VIF = 1.073. Then it can be concluded this variable does not occur Multicolonieritas.

D. Heteroskedastisity Test

The heteroskedastisity test aims to test whether in a regression model there is a variant inequality from one observation to another (Ghozali, 2011). And the heteroskedastisity test is used to determine the presence or absence of classical assumptions of heteroskedastisity i.e. there is a variant inequality of the residual for all observations on the regression model.

The heterokedastisity test used was test Glejser. The prerequisites that must be met in the regression model are the absence of heteroskedastisity symptoms in variables with the Glejser test using a significance level of 0.05 with a 2-sided test. If the correlation between independent variables against Absolute Residual (Abs_RES) value in the significance of more than 0.05, it can be said that there is no heteroskedastisity problem on the regression model (Ghozali, 2011). It can be concluded that there is no heteroskedasiticity problem, so this regression model qualifies as a good and ideal model.

6. Multiple regression analysis

This analysis is used to know the magnitude of the influence of independent variables, namely competence, work discipline, work ethic and motivation to dependent variables of performance. The magnitude of the influence of free variables with bound variables can be computed through multiple regression equations.

Model forms of regression equations for competency influence, work discipline, work ethic and motivation to employee performance are as follows:

$Y = 8.377 + 0.708 X1 + 0.121 X2 + 0.057 X3 + 0.189 X4 + E$

From the above regression equation, can be interpreted as follows:

1. The value of constants is 8.377 meaning that without the influence of competence, work discipline, work ethic and motivation, the performance already existed at 8.377%.

2. The value of competency regression coefficient is 0.708 means each increase in one competency unit, employee performance increased by 70.8%.

3. The value of regression coefficient of work discipline is 0.121 means each increase in one unit of work discipline, employee performance increased by 12.1%.

4. The value of a regression coefficient of work ethic is 0.057 meaning that each improvement of one unit of work ethic then employee performance increased by 5.7%.

5. The value of motivation regression coefficient is 0.189 means each increase in one motivation unit then employee performance increased by 18.9%.

7. Statistical test

A. Simultaneous testing (test F)

The F test (model eligibility) is intended to know the influence of variable-free variables (competence, work discipline, work ethic and motivation) simultaneously against non-free variables (performance).

From the ANOVA test table 4.18, obtained the fcalculate value of 77.067 with a probability of 0.000 significance. The probability of such significance is smaller than 0.05. With DF = N – (k – 1) = 43 – (4-1) = 40 acquired Ftabel by 2.840, then F count > F table or 77.067 > 2.840 with its significance level 0.000 or α 0.05 as a result of Ho being rejected and Ha acceptable. Variablel competence, work discipline, work ethic and motivation jointly effect a significant impact on the performance of office officers of Sitinjau Laut Regency of Kerinci, it can be concluded that the fifth hypothesis (H5) that reads "Competence, work discipline, work ethic and motivation jointly affect the significant impact on the performance of office officers of Sitinjau Laut Sub-district Kerinci accepted.

B. Test T

The T-Test is intended to determine the partial influence (individual) of competence, work discipline, work ethic and motivation to employee performance. 1. The competency variable is $T_{Count} = 15.633$ with significance probability of

0.000 or smaller than 0.05. With df = 43-2 = 41, obtained by 3.008; Then T_{Count} = 15.633 > This 3.008, consequently Ho rejected and Ha accepted. The competency variable has a significant effect on the employee's performance, hence it can be concluded that the hypothesis (H1) that reads competence partially significantly affects the office officer performance of Sitinjau Laut District Kerinci was accepted, thus the first hypothesis (H1) was accepted.

2. The working discipline variable is T_{Count} = 3.192 with significance probability of 0.035 or smaller than 0.05. With df = 43-2 = 41, obtained by 3.008; Then T_{Count} = 3.192 > This 3.008, consequently Ho rejected and Ha accepted. Working discipline variables have significant effect on the employee's performance, it can be concluded that the hypothesis (H2) that reads the working discipline in a partial effect is significant towards the performance of office officers of Sitinjau Laut District of Kerinci is accepted, thus the second hypothesis (H2) is accepted.

3. The work ethic variable is T_{Count} = 0.651 with significance probability of 0.519 or greater than 0.05. With df = 43-2 = 41, obtained by 3.008; Then T_{Count} = 0.651 < This 3.008, as a result Ho was received and Ha rejected. Variable work ethic has no significant effect on the employee's performance, it can be concluded that the hypothesis (H3) that reads working discipline partially influential for the performance of office officers of Sitinjau Laut district of Kerinci was rejected, thus the third hypothesis (H3) was rejected.

4. The motivation variable is Thitung = 3.520 with a probability of significance of 0.016 or smaller than 0.05. With df = 43-2 = 41, obtained by 3.008; Then T_{Count} = 3.520 > This 3.008, consequently Ho rejected and Ha accepted. The motivation variable has a significant effect on employee performance, so it can be concluded that the hypothesized (H4) is a partial motivation that has a significant effect on the office officer performance of Sitinjau Laut Regency Kerinci received, thus the fourth hypothesis (H4) is accepted.

4.3. Coefficient of determination testing (R2)

The analysis of coefficient of determination for competence, work discipline, work ethic and motivation to employee performance is done Based on the results of the calculation of the estimated regression, obtained the value of adjusted coefficient of determination or Adjusted R Square that is 0.890 meaning 89.00% variation of all free variables (competence, work discipline, work ethic and motivation) can Describes the non-free variables (employee performance), while the remaining 11.00% is explained by other variables not examined in this study.

V. CLOSING

5.1. Conclusion

Based on the results of the tests and the hypotheses discussed in previous chapters, the following conclusions may be drawn:

1. The competency variable is T_{Count} greater than the Ttabel, as a result Ho rejected and Ha accepted. Competency variables have a positive and significant effect on the employee's performance, it can be concluded that the hypothesis (H1) that reads the competency partially positively and significantly affect the performance of district office officers Sitinjau Laut Kerinci District was accepted, thus the first hypothesis (H1) was received.

2. The working discipline variable is T_{Count} greater than the Ttabel, as a result Ho rejected and Ha accepted. Working discipline variables are positive and significant to the employee's performance, it can be concluded that the hypothesis (H2) that reads working discipline partially affects positively and significantly towards the performance of District office officers The Kerinci District sea site was accepted, thus the second hypothesis (H2) was received.

3. The work ethic variable is a smaller T_{Count} than the Ttabel, as a result Ho accepted and Ha rejected. Variable work ethic has no negative and significant effect on employee's performance, it can be concluded that the hypothesis (H3) that reads working discipline in partial effect negatively and significantly towards the performance of District office officers The Kerinci District Sea Sitreviewer was rejected, thus the third hypothesis (H3) was rejected.

4. The motivation variable is T_{Count} greater than the Ttabel, as a result Ho rejected and Ha accepted. The motivation variable is positive and significant to the employee's performance, it can be concluded that the hypothesized (H4) motivated partial motivation has a positive and significant effect on the performance of Sitinjau District office officer Kerinci District was accepted, thus the fourth hypothesis (H4) was received.

5. From ANOVA test, gained greater Fcount value ftable, consequently Ho rejected and Ha received. Variablel competence, work discipline, work ethic and motivation jointly influence positive and significant to the performance of office officers of Sitinjau Laut District of Kerinci, it can be concluded that the fifth hypothesis (H5) that reads "Competence, work discipline, work ethic and motivation jointly effect a significant impact on the performance of office staff Sitinjau Laut District Kerinci received, then by the fifth hypothesis (H5) are acceptable.

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