The Effect Of Competence On Employee Performance On South Binjai Sub-District Office

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Abstract

This study aimed to analyze the relationship pattern between variables and examine the effect of two independent (exogenous) variables on the dependent variable. This type of research was a quantitative associative causal study. The study was conducted at the Camat Sidikalang Office, with a population of 48 employees. The sampling technique used was saturated sampling, which is a technique where all members of the population are selected as samples. The data used in this study were obtained from questionnaires distributed to respondents, consisting of all employees from all divisions. The results of the study showed that Kompetensi had a positive and significant effect on Employee Performance. This was evidenced by a t-count value of 5.731 > t-table value of 1.66827, and a significance value of 0.000 < 0.05. The regression coefficient of 0.606 indicated that every 1-point increase in Kompetensi would lead to an increase of 0.606 points in Employee Performance, assuming other variables remain constant. Furthermore, the coefficient of determination test results showed an Adjusted R Square value of 0.404 or 40.40%, indicating that Kompetensi had a relatively high effect on Employee Performance, with the remaining 59.60% being influenced by other factors not explored in this study. Overall, the findings of this study identified that increasing Kompetensi could contribute to improving Employee Performance at the Camat Sidikalang Office.

Keywords:

Competence, Employee Performance

1. INTRODUCTION

The Sub-district Office, as a government unit at the sub-district level, plays an important role in providing services to the community. This role is increasingly important considering the administrative and operational challenges faced in carrying out daily tasks (Azizah, 2018).

In the current era of digitalization, information technology has become a key component in improving the efficiency and effectiveness of public services. Not only as a tool, technology also has the potential to transform the way the sub-district office works and operations as a whole (Wiranti & Frinaldi, 2023). The competence of employees in understanding and using information technology optimally is a determining factor for the success of the application of technology in public organizations, including in the sub-district office of South Binjai District.

Research – Previous research has shown that there is a significant relationship between employee competence and the performance of public organizations. Good competence of employees contributes directly to improving organizational performance, as competent employees have a deep understanding of their duties and responsibilities as well as the ability to use technology effectively (Salman et al., 2020) and (Prabowo & Anas, 2021).

Although the potential of information technology in improving employee performance is huge, many sub-district offices face challenges in implementing this technology optimally. One of the main obstacles is the lack of employee understanding of the technology used. Many employees are not familiar with or feel uncomfortable with new technology, thus hindering the maximum use of technology (Méndez-Rivera et al., 2023). In addition, the lack of adequate training is also an obstacle. Training that is not sustainable or irrelevant to daily operational needs can make employees find it difficult to keep up with technological developments. Limited infrastructure, such as slow internet access or inadequate hardware, is also a factor that hinders the implementation of technology in the sub-district office. All of these factors cause a gap between the potential of technology that can improve employee performance and the realization in the field, where technology is not fully utilized to improve work efficiency and effectiveness.

According to the author's initial observations, the South Binjai District Sub-district Office is no exception to the problems mentioned earlier. Although there have been efforts to improve employee competence, there are still various obstacles that hinder the achievement of optimal performance. One of the main problems is the limited access to the latest technology training that suits operational needs. Many employees feel that the training provided is irrelevant or insufficient to understand and master the technology used. All of this makes efforts to improve performance through competency improvement less effective and optimal (Amar et al., 2022).

According to (Sutrisno & Zuhri, 2019) defines competence as an ability based on skills and knowledge supported by work attitudes and their application in carrying out tasks and work in the workplace that refer to the set work requirements.

Meanwhile (Wibowo, 2017) states that competence is an ability to carry out or perform a job or task that is based on skills and knowledge and supported by the work attitude demanded by the job. A similar definition is conveyed by (Paais, 2019) which states that competence is a person's knowledge, abilities, and skills or personal

characteristics that determine the level of individual behavior and expertise in doing their work which is expected to provide superior performance in their work.

To measure the competency indicators of this study, refer to the opinion (Sutrisno, E, 2017), namely:

1. Knowledge, which is awareness of the cognitive field. For example, an employee knows how to identify learning, and how to do good learning according to the needs of the company.
2. Understanding, which is the cognitive and affective depth possessed by the individual. For example, an employee in carrying out learning must have a good understanding of the characteristics and working conditions effectively and efficiently.
3. Ability (Skill), is something that an individual possesses to carry out the tasks or work assigned to him. For example, the ability of employees to choose work methods that are considered more effective and efficient.
4. Value, is a standard of behavior that has been believed and psychologically integrated in a person. For example, the standard of behavior of employees in carrying out their duties (honesty, openness, democracy, etc.)
5. Attitude, which is a feeling (happy - unhappy, like - dislike) or a reaction to a stimulus that comes from outside. For example, reactions to economic crises, feelings about salary increases, and so on.
6. Interest, is a person's tendency to do an action. For example, doing a work activity.

This research is relevant in the context of broader public policy, where information technology and human resource competence are the main keys in improving the performance and quality of public services.

According to (Afandi, 2018) Employee performance is the result of work that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals illegally, not violating the law and not contrary to morals and ethics.

Meanwhile, according to (Mangkunegara. A.A. P, 2020) employee performance is the achievement of employee work results based on quality and quantity as work achievements in a certain period of time adjusted to the duties and responsibilities of a group in the organization in carrying out the main tasks and functions that are guided by norms, operational standards, procedures, criteria and measures that have been set or that apply in the organization.

To measure employee performance, this research refers to the theory (Afandi, 2018) as follows:

1) Quantity of work;
2) Quality of work;
3) Efficiency in carrying out duties;
4) Work discipline;
5) Initiative;
6) Accuracy;

7) Leadership;

8). Honesty; and

9) Creativity.

The purpose of this study is to analyze the influence of competence on employee performance at the South Binjai Sub-district office as illustrated in the following conceptual framework:
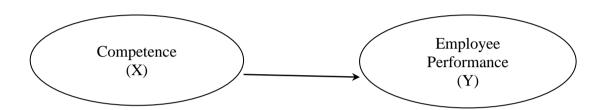

Figure 1. Conceptual Framework

2. RESEARCH METHODS

This type of research is a casual associative quantitative research with the aim of analyzing the relationship patterns between variables with the aim of finding out the influence between two independent (exogenous) variables on bound (endogenous) variables (Hair, J.F., et. al, 2022). This research was carried out at the South Binjai Sub-district Office. The time of this research was carried out from August to November 2024. According to (Sugiyono, 2018) population is a generalization area consisting of objects/subjects that have certain qualities and characteristics that are determined by the researcher to be studied and then drawn conclusions. The population in this study is the entire number of employees at the South Binjai Sub-district Office with a total of 117 employees with the following details:

Table 1. Popolation Details

No.	Status	Number (Person)
1.	ASN	64
2.	Honorary	53
Sum		**117**

Source : South Binjai Sub-district Office

The sampling technique used in this study is a saturated sample. According to (Sugiyono, 2019) saturated sampling is a sample selection technique when all members of the population are sampled where all populations in this study are sampled, totaling 117 employees

The data that will be used from this study is the data from the questionnaire results distributed to respondents consisting of all employees in all divisions. The data analysis technique used in this study is a quantitative data analysis method using SPSS version 25.0.

Validity and reliability tests were carried out in order to improve the quality of research data. The criteria for making a validity test decision are as follows: If the calculation > the table, then the question item is valid. If the calculation < rtable, then the question item is invalid. Meanwhile, the reliability test criteria are formulated if r-alpha > r-table, then the statement is reliable, and if r-alpha < r-table, then the statement is not reliable.

The linear regression model is formulated in this study with the following formula:

$Y = a + bX$

Where:

Y = Employee Performance
X = Competence
a = Constant
b = Regression coefficient

The t-test in this study was carried out to determine the significance of the influence of the independent variable on the bound variable (Hair, J.F., et. al, 2022). According to Hair, J.F., et. al, (2022) The determination test (R^2) is used to measure how much the influence of independent variables on dependent variables. In other words, this determination coefficient is used to assess the magnitude of the influence of the independent variable studied, namely Competency (X), on the dependent variable, namely Employee Performance (Y). The value of the determination coefficient (R^2) ranges from zero to one ($0 < R^2 < 1$) which means, if $R^2 = 0$, then there is no influence between the variable (X) and the variable (Y). Conversely, if R^2 is close to 1, then the influence between variable (X) and variable (Y) is getting stronger. This determination coefficient test was carried out using SPSS software version 25.0.

3. RESULTS AND DISCUSSION
3.1 Research results
a) Descriptive Analysis

Descriptive Analysis In this test, it is used to find out the minimum and maximum scores, the highest score, the ratting score and the standard deviation of each variable. The results are as follows:

Tabel 2. Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Competence	117	3.50	5.00	4.4424	.46534
Employee Performance	117	3.44	5.00	4.3300	.43514
Valid N (listwise)	117				

The measurement results showed that the majority of respondents gave a positive assessment of the two main variables in this study, namely Competency and Employee Performance. The mean value for the Competency variable was 4.4424 and Employee Performance was 4.3300, which shows that respondents generally consider these two aspects to be above average. On a scale of 1-5, a mean value close to 4 indicates that respondents feel that the two variables are quite good and have a positive impact on the organization.

Nonetheless, although mean values indicate a generally positive perception, the standard deviations recorded on both variables provide additional information about variation among respondents' assessments. The standard deviation value for Competency is 0.46534 and for Employee Performance is 0.43514. This relatively high standard deviation shows that although the majority of respondents gave good judgments, there was variation in their perception of both aspects. This difference in views may be due to differences in individual experience and understanding of what is considered adequate Competence and optimal Employee Performance.

Overall, this data reflects that the majority of respondents gave a positive assessment of Employee Competency and Performance in the organization, although there are variations that need to be considered. Therefore, organizations are expected to delve deeper into the factors that affect this perception to continue to improve the quality of Employee Competence and Performance, by paying attention to the diversity of views from employees.

b) Validity and Reliability Test Results

Validity Test Results

Validity tests are used to measure the validity of a questionnaire or not. The validity test carried out in this study is through the *Corrected Item-Total Correlation* test or better known as *PersonCorrelation*.

Table 3. Results of the Validity Test of Competency Variables (X)

Variable	Correlation Value	Probability	Information
X1	0.824 > 0.1816	0,000 < 0,050	Valid
X2	0.846 > 0.1816	0,000 < 0,050	Valid

X3	0.857 > 0.1816	0,000 < 0,050	Valid
X4	0.863 > 0.1816	0,000 < 0,050	Valid
X5	0.907 > 0.1816	0,000 < 0,050	Valid
X6	0.790 > 0.1816	0,000 < 0,050	Valid

Source: Processed with spss version 25

From the data above, it can be stated that the indicator in the Competency variable has a correlation coefficient value of > 0.1816 with a significance value of 0.000 < 0.05 so that it can be concluded that the indicator of the Competency variable is valid (Sugiyono, 2017).

Table 4. Results of the Validity Test of Employee Performance Variables (Y)

Variable	Correlation Value	Probability	Information
Y.1	0.904 > 0.1816	0,000 < 0,050	Valid
Y.2	0.898 > 0.1816	0,000 < 0,050	Valid
Y.3	0.746 > 0.1816	0,000 < 0,050	Valid
Y.4	0.719 > 0.1816	0,000 < 0,050	Valid
Y.5	0.735 > 0.1816	0,000 < 0,050	Valid
Y.6	0.792 > 0.1816	0,000 < 0,050	Valid
Y.8	0.794 > 0.1816	0,000 < 0,050	Valid
Y.9	0.841 > 0.1816	0,000 < 0,050	Valid

Source: Processed with spss version 25

From the above data, it can be stated that all indicators in the Employee Performance variable have a correlation coefficient value greater than 0.1816 with a significance value of 0.000 < 0.05 so that it can be concluded that the statements for the Employee Performance variable are valid (Sugiyono, 2016).

Reliability Test Results

According to (Ghozali, 2016) The reliability test aims to measure how reliable or reliable the questionnaire is distributed to the respondents, which is useful as an instrument in this study. The reliability measurement method used in this study is by looking at the value of *Cronbach Alpa (a)*, questionnaires that are declared reliable or reliable if the value of *Cronbach Alpa (a)> 0,61.*

Table 5 Reliability Test Results

Variable	Cronbach's Alpha	N of Items
Competence	0.922	6
Employee Performance	0.937	9

Source: Processed with spss version 25.0

Based on table 5, it is known that the *Cronbach Alpa value (a)* of the Employee Competency and Performance variable is greater than 0.60. So that it can be concluded that all indicators in the variable instrument are declared reliable or reliable so that they can be continued to the test of the research hypothesis

b) Quantitative Analysis

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

Simple Linear Regression Analysis

This regression test is intended to find out the change of the dependent variable if the independent variable undergoes a change. The test results are as follows:

Table 6. Results of Sederhada Linear Regression Test

Model		Unstandardized Coefficients		Standardized Coefficients	t	Mr.
		B	Std. Error	Beta		
1	(Constant)	10.906	2.419		4.508	.000
	Competence	1.053	.090	.751	11.665	.000

a. Dependent Variable : Employee Performance

Based on the test results in Table 6, a simple linear regression equation was obtained that showed the relationship between Competency and Employee Performance with the equation Y = 10,906 + 1,053X, where Y is Employee Performance and X is Competence. The constant value of 10,906 indicates that if there is no Competency factor (X = 0), then the Employee Performance is estimated at 10,906. The regression coefficient for Competency of 1,053 means that every 1 point increase in Competency will lead to an increase in Employee Performance by 1,053 points.

Determination Coefficient Analysis

To determine the magnitude of the influence of independent variables on dependent variables, a determination coefficient analysis was carried out. The test results are as follows:

Table 7. Determination Coefficient Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.751a	.564	.560	2.59464

a. Predictors: (Constant), Kompetensi

The test results in Table 7 show an Adjusted R Square value of 0.560 or 56.0%, which means that Competence is able to explain 56.0% variability in Employee Performance. In other words, Competencies contribute 56.0% to changes in Employee Performance, while the remaining 44.0% is influenced by other factors not described in this model. An R Square value of 0.564 indicates that this model has a good enough

ability to predict Employee Performance based on the Competency variable, although there are still a number of other factors that affect Employee Performance that have not been included in this analysis.

The Std. Error of the Estimate value of 2.59464 illustrates the level of accuracy of the model in predicting Employee Performance. The smaller the error value, the better the model will be at predicting the actual value. The standard error values recorded indicate that the model has a fairly good level of accuracy, although there is still room for improvement in predicting more accurate Employee Performance values.

Overall, the results of this test show that Competency has a significant influence on Employee Performance, but there are still other factors that need to be considered to get a more complete picture of what affects Employee Performance in this organization.

Results of t-Test (Hypothesis Test)

Hypothesis testing with the t-test is used to determine whether or not there is an influence of dependent variables on independent variables with the following hypothesis formulations:

Ho : There is no influence of Competence on Employee Performance at the South Binjai Sub-district Office

Ha : There is an Influence of Competence on Employee Performance at the South Binjai Sub-district Office

The following are the results of the hypothesis test as shown in the following table:

Table 8. Hypothesis Test Results

Model		Unstandardized Coefficients		Standardized Coefficients	t	Mr.
		B	Std. Error	Beta		
1	(Constant)	10.906	2.419		4.508	.000
	Competence	1.053	.090	.751	11.665	.000

a. Dependent Variable : Employee Performance

Based on the test results in Table 8, a calculated t value of 11,665 > a table t with a value of 1.99656, with a significance value of 0.000 < 0.05. This shows that Competence has a positive and significant effect on Employee Performance. Thus, Ho (null hypothesis) is rejected, and Ha (alternative hypothesis) is accepted, or in other words, there is a positive and significant influence between Competence on Employee Performance.

3.1. Discussion

The findings in this study show that there is a significant influence between Competency and Employee Performance at the Sidikalang Sub-district Office. This is in line with research conducted by Suryani et al., (2021) which states that competence has a significant effect on employee performance. Their research reveals that increasing employee competencies can increase work effectiveness and productivity, which in turn will contribute to improved performance. These findings support the results of this study, which shows that Competence has a positive influence on Employee Performance, which is measured using a regression coefficient of 1,053. This means that every one-point improvement in employee competence will contribute to an increase in performance by 1,053 points.

In addition, this finding is also reinforced by the research of Vellycia Dwi Cintia R et al., (2024) which states that training and competency development programs are very important to improve employee performance. Increased competence allows employees to carry out their duties better, more efficiently, and more on target. Relevant competency development programs will enable employees to adapt to job challenges and produce more optimal performance. Therefore, the results of this study suggest that organizations, such as the Sidikalang Sub-district Office, can continue to improve training and development programs to improve employee competence, which will ultimately contribute to improving overall performance.

However, these findings also show that although Competence has a positive effect on Employee Performance, other factors that have not been studied in this study still play an important role. Salvano's research, (2023) shows that Competence may not be the only factor that affects employee performance. In this context, Competence functions as a factor that improves employee performance, but work motivation, job satisfaction, and a conducive work environment may also affect performance significantly. Therefore, the results of this study open up opportunities for further research that can identify other factors that also contribute to the improvement of employee performance.

Overall, this study supports previous findings that show that improving Competency can have a positive effect on Employee Performance. These findings suggest that organizations should continue to focus on developing employee competencies through training, education, and professional development, as this has proven effective in improving performance. Nonetheless, it is important for organizations to consider other factors, such as motivation and work environment, which can also contribute to employee performance.

4. CONCLUSIONS AND SUGGESTIONS
4.1 Conclusion

From the results of the data analysis of the research results and discussions described above, it can be concluded that:

1. The regression test results show that the regression coefficient value of 1,053 shows that every 1 point increase in Competency will lead to an increase in Employee Performance by 1,053 points, assuming other variables are fixed.
2. Based on the results of the t-test, it can be stated that Ho was rejected, and Ha was accepted with a t-count value of 11,665 > a t-table of 1.66827, and a significance value of 0.000 < 0.05. This shows that Competence has a positive and significant influence on Employee Performance at the South Binjai Sub-district Office.
3. Based on the results of the determination coefficient test, an Adjusted R Square value of 0.560 or 56% was obtained, which shows that Competence has a fairly high influence on Employee Performance, with the remaining 44% influenced by other factors that have not been researched in this study. This relatively high Adjusted R Square value indicates that the regression model used is quite good at explaining the variability of Employee Performance affected by Competence.

4.2 Advice

Based on the results of the research, discussion, and conclusions that have been explained, here are some suggestions that can be given to institutions, especially at the South Binjai Sub-district Office:

1. The South Binjai Sub-district Office needs to continue to strengthen and develop a more inclusive and fair competency system, taking into account the contributions of individual employees. Organizations must also provide rewards that are in accordance with employee achievements to improve their work motivation and performance. Additionally, it is important to hold training and development programs that aim to build a positive and collaborative work culture. This will help strengthen employee engagement and create an environment that supports high productivity.
2. To students, it is recommended to deepen their understanding of the factors that affect Employee Performance, such as Competence, and how the relationship between these factors can improve individual work performance. It is also recommended to apply more diverse and relevant research methods in analyzing these topics, such as using a more comprehensive quantitative and qualitative approach. Deep understanding and proper analysis can help produce more accurate and applicable findings.
3. To the next researcher, it is expected to continue the study of other factors that can affect the relationship between Employee Competence and Performance, such as psychological factors, leadership, and organizational culture. Further research is also suggested to develop other variables that can affect employee performance, as well as expand this research to various sectors and types of organizations. Thus, researchers can obtain more comprehensive and applicable findings to improve overall employee performance.

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