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THE INFLUENCE OF EMPLOYEE COMPETENCIES ON INCREASING WOMEN'S EMPOWERMENT THROUGH PROGRAMS TRAINING AT THE EMPOWERMENT OFFICE WOMEN, CHILD PROTECTION AND COMMUNITY (DP3AM) BINJAI CITY

Lailan Azizah[1], Muhammad Isa Indrawan[2]
[1]Master of Management Student, Panca Budi Development University, Medan

ABSTRACT
Employee knowledge or competence will increase employee motivation in participating in training and employee performance. The purpose of this study is to find out and analyze the influence of Competence on Performance mediated by Training at the Office of Women's Empowerment, Child Protection and Community Protection (DP3AM) Binjai City. This research was conducted with a causal associative quantitative approach. The sample used was all employees with a total of 61 people. The results of data analysis using Structural Equation Modeling (SEM) based on Partial Least Square (PLS) showed that Competence had a significant influence on employee performance (T-statistic 2,567 > 1.96; P-value 0.011 < 0.05), which indicates that improving Competency directly improves employee performance. Competence also had a positive and significant effect on Training (T-statistic 9.042 > 1.96; P-value 0.000 < 0.05), indicating that the improvement of Competency significantly increases employee training. Furthermore, training had a positive and significant effect on Performance (T-statistic 6,091 > 1.96; P-value 0.000 < 0.05), which means that the increase in Training significantly improves Performance. Indirect influence analysis showed that Training was able to intervene in the influence between Competence and Performance (T-statistic 5.974 > 1.96; P-value 0.000 < 0.05). These findings provide insight that Training plays a significant mediator role in the relationship between Competency and Performance, emphasizing the importance of Training in improving employee Performance.

Keywords: Competence; Women's Empowerment; Training

1. INTRODUCTION

Organizations will grow and be able to survive in a competitive environment if they are supported by employees who are competent in their fields. Employee competencies consisting of knowledge, abilities/skills, and attitudes are adjusted to the field of work needed by the organization, so that it can produce outstanding employee performance.

Employee performance is basically an overview of the employee's ability to handle each job, where the high or low performance of the employee can be assessed from the employee's ability to produce a job in accordance with the standards that have been set. Meanwhile, a low employee

performance is caused by several factors such as: indiscipline in working time, late completion of tasks and low responsibility for work, so that the work results obtained are not optimal, because they are not in accordance with the expected standards/targets, so that low employee performance will affect the quality of service to the community. Therefore, it is expected that every employee will have competence.

Competence is a characteristic of a person that relates to effective and/or superior performance in a particular job situation, (Rahmat & Basalamah, 2019). Competence is said to be a basic characteristic because individual characteristics are a deep and inherent part of a person's personality that can be used. to predict various specific job situations.

This is because competence is the ability to carry out or perform a job or task based on skills and knowledge and supported by the work attitude demanded by the job. Thus, competence shows the skills and knowledge characterized by professionalism in a particular field as something of the most important or as a superior in that field.

The phenomenon seen in the Village Community Empowerment, Women and Child Protection Office of Binjai City in improving the performance of women's empowerment has not been in accordance with expectations, this is evident from the problems that occur in the field, namely low employee competence seen from the behavior of employees who are less responsible for their work, such as the number of employees who arrive late, good attendance but the work is not carried out optimally, completing work not on time and providing unsatisfactory service.

Many factors can affect employee performance in empowering women. In this study, the researcher limits to the variable of Competence with Training as an intervening variable. Competence is a characteristic of a person that relates to effective and/or superior performance in a particular job situation, (Rahmat & Basalamah, 2019).

Meanwhile, according to another opinion, 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 applied in the organization, (Mangkunegara, 2016).

To measure Competence in this study, refer to the indicators set by Rahmat in (Rahmat & Basalamah, 2019), which covers:

1) A motive is something that the person who consistently thinks or wants to cause the action.
2) Traits are physical characteristics and consistent responses to situations or information.
3) Self-concept is a person's attitude, values, or self-image.
4) Knowledge is information that people have in a specific field.
5) Skills are the ability to perform certain physical or mental tasks.

Training is a process to improve employee competence and can train employees' abilities, skills, skills and knowledge to carry out work effectively and efficiently to achieve goals in a company, (Wahyuningsih, 2019). Training is carried out because of the development of technology so that training is provided to employees in the hope that employees can be more competitive to carry out their obligations, (Tjiptono, 2016).

Training is all efforts to provide for the acquisition, improvement, and maintenance of work skills, products issued, attitudes, and ethics at certain levels of ability and skills, in accordance with the standards and qualifications of positions and jobs, (Sari, 2018). A process to gain and improve one's employability and increase the productivity of an employee. Training is part of the process of increasing human capital capitalization that can support organizational goals, (Wibowo et al., 2019).

According to (Wahyuningsih, 2019) There are 5 indicators in the training, namely:

1) Training Objectives
   The training objectives must be realistic and can be conveyed in such a way that the training is carried out to develop work skills so that participants can increase awareness of the work that must be done by the participants.
2) Material
   In the form of work management, essays, work correspondence, work psychology, work discipline and ethics, and work reporting, teaching materials can be used.
3) Methods used
   In training, the method used is a teaching method with a participatory approach such as group discussions, seminars, exercises, practices (demonstrations) and games, educational events, tests, group work visits and studies (comparative studies).
4) Participant Qualifications
   Participants are employees who have passed the qualification requirements, such as permanent employees and employees with recommendations from leaders.
5) Trainer qualifications
   Trainers/trainers to participants must meet qualification requirements such as: having skills related to training materials, being able to generate inspiration and motivation in participants and using participatory methods.

Performance is the result of a process that refers to and is measured over a certain period of time based on predetermined provisions or agreements, (Fahmi, 2017). Meanwhile, according to another opinion, 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 applied in the organization, (Mangkunegara, 2016).

To measure the level of employee performance in this study, the author refers to the theory (Fahmi, 2017) that is:

1) Quality, namely the level of errors, damage, and precision.
2) Quantity, which is the number of jobs produced.
3) The use of time at work, namely the level of absenteeism, tardiness, effective working time/lost working hours.
4) Cooperation with others in work.

The purpose of this study is to investigate the influence of competence on the performance of female employee empowerment at the Women's Empowerment, Child and Community Protection Office (DP3AM) of Binjai City, by considering training as an intervening variable. It is hoped that the results of this study can provide a deeper understanding of the factors that affect employee performance at the Women's Empowerment, Child and Community Protection Office (DP3AM) of Binjai City, as well as their potential implications for performance and competence. The concept of this research is as illustrated in the following conceptual framework drawing:

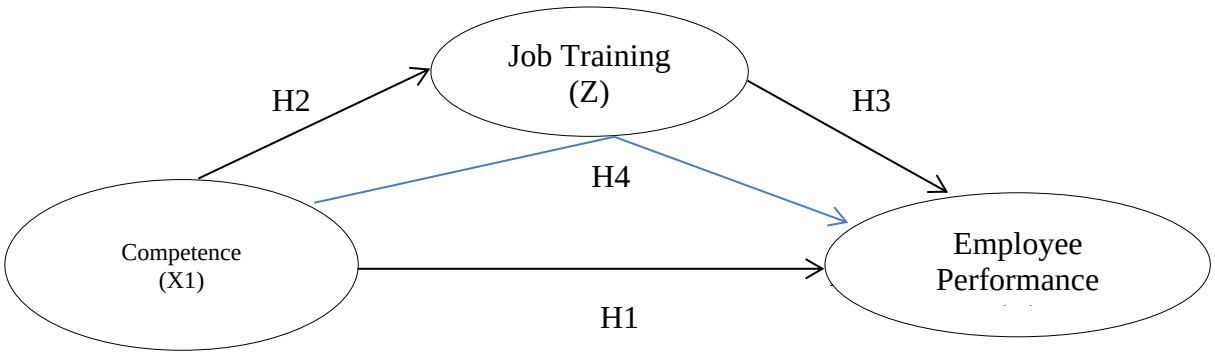

Figure 1. Conceptual Framework

2. RESEARCH METHODS

The type of research that will be used is quantitative associative, namely research that aims to determine the relationship between two or more variables, (Suggestion, 2018). In this study, the exogenous variable is Competency (X). Meanwhile, the endogenous variables are Employee Performance (Y) and the Intervening Variable is Job Training (Z). The time of this research will be carried out from May 2024 to June 2024. According to (Suggestion, 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. In this study, the population used is the entire number of employees in Women's Empowerment, Child Protection and Community Office (DP3AM) Binjai City which totaled 61 people.

The sampling technique used in this study is a saturated sample. According to (Suggestion, 2018) Saturated sampling is a sample selection technique when all members of the population are sampled where all populations in this study are sampled, which is 61 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 Structural Equation Modeling (SEM) based on Partial Least Square (PLS) using SmartPLS 3.0 software.

Meanwhile, the feasibility test that will be used in this study is Testing outer model to obtain value outer loading that meet the requirements validity dan reliability. Structural model testing (Inner model) which includes a determination coefficient test (R2) to measure how far the model is able to explain the variation of the bound variable. R^2(Kuncoro & Hardani, 2013).

Test Goodness fit used to determine the extent to which the observed data corresponds to the theoretical distribution assumed by the model or hypothesis (Latan & Ghozali, 2015) and hypothesis testing (T-Statistic Test) which consists of a test path coeficients To test how the direct influence of each independent variable individually on its bound variable and the indirect influence of the intervening variable in influencing its independent variable on its bound variable.

This test is used to determine the direction of the relationship between variables (positive/negative). If the value is 0 to 1, then the direction of the relationship between the variables is declared positive. Meanwhile, if the value is 0 to -1, then the direction of the relationship between the variables is declared negative. A hypothesis is said to be accepted if the statistical t value is

greater than the t of the table. According to (Latan & Ghozali, 2015) The criterion of the t-value of table 1.96 with a significance level of 5%.

3. RESULTS AND DISCUSSION

3.1. Results

Analisis Outer Model

The outer model test in this study uses algorithm analysis in SmartPLS software version 3.0, in order to obtain outer loading values that meet the validity and reliability requirements.

1) Convergent Validity Test Results

The convergent validity of the measurement model with reflexive indicators can be seen from the correlation between the score of the item/indicator and the construction score. Based on the results for outer loading , it shows that there is an indicator that has a loading below 0.60 and is not significant. The following is presented as the results of the outer loading value in the following table.

Tabel 2. Outer Loading

Indicator	Outer Loading	Information
Competencies (X)		
COM1	0.780	Valid
COM2	0.793	Valid
COM3	0.827	Valid
COM4	0.791	Valid
COM5	0.781	Valid
Training (Z)		
PEL1	0.828	Valid
PEL2	0.672	Valid
PEL3	0.549	Valid
Employee Performance (Y)		
KIN1	0.711	Valid
KIN2	0.831	Valid
KIN3	0.840	Valid
KIN4	0.837	Valid

Source : Output Smart PLS, 2024

Based on Table 2, it can be seen that all indicators have a value loading factor > 0.60. According to (Latan & Ghozali, 2015) states that an indicator is declared valid if it has a value loading factor > 0.60. Thus, it can be stated that all indicators in this study are declared valid and can be carried out further research. The following is shown in the form of a structural model as shown in the following image:

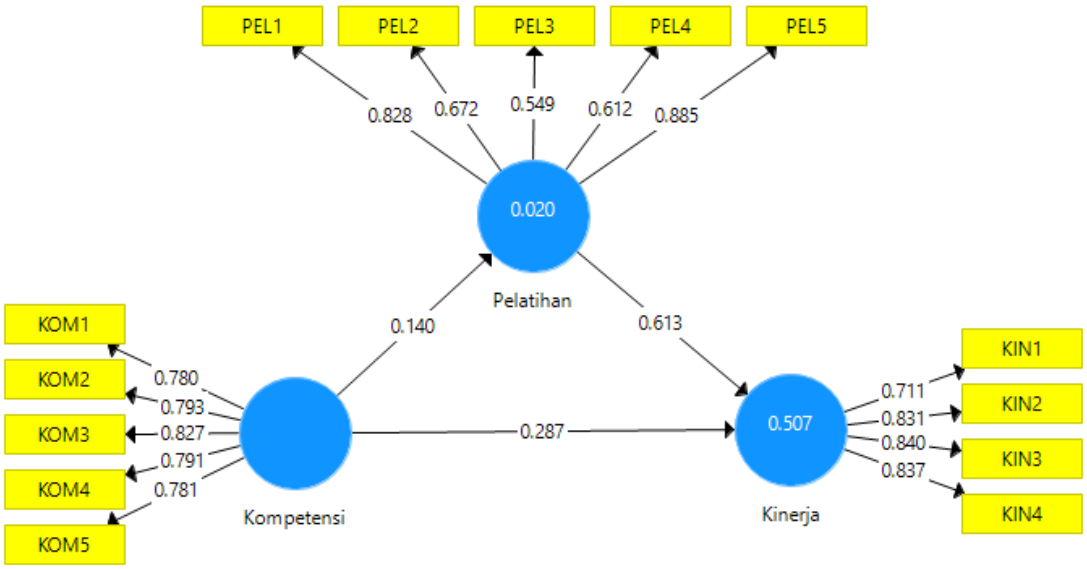

Figure 1. Outer Model Test Results

2) Discriminate Validity Test Results

The next test is to test the validity of discrimination, this test aims to determine whether a reflective indicator is a good measurement for its construction based on the principle that the indicator is highly correlated with its construction. The following are the results of cross loading from the discrimination validity test as shown in the following table in

Tabel 3. Discriminant Validity

Variable Indicators	Employee Performance (Y)	Competencies (X)	Training (Z)
KIN1	**0.711**	0.270	0.465
KIN2	**0.831**	0.127	0.667
KIN3	**0.840**	0.398	0.544
KIN4	**0.837**	0.425	0.401
COM1	0.323	**0.780**	0.093
COM2	0.264	**0.793**	0.035
COM3	0.304	**0.827**	0.133
COM4	0.323	**0.791**	0.204
COM5	0.243	**0.781**	0.048
PEL1	0.623	0.091	**0.828**
PEL2	0.465	0.099	**0.672**
PEL3	0.230	0.068	**0.549**

Source: Output Smart PLS, 2024

Based on table 4, it can be seen that the cross loading value in each indicator and variable is greater than other variables and indicators, the cross loading variable Employee Performance variable shows that the cross loading variable indicator is greater than the cross loading of other latent variables, the cross loading

indicator of the Competency variable shows that the value of the cross loading indicator is greater than other latent variables, Cross loading Training also shows a greater cross loading indicator value than the latent variable cross loading. Based on this data, it can be stated discriminatively that the cross loading results are considered valid.

3) Composite reliability test results

The test further determines the reliable value with the composite reliability of the indicator block that measures the construction. A construction value that is said to be reliable if the indigo composite reliability is above 0.60. In addition to looking at the composite reliability value, the reliable value can be seen in the variable construct value with the alpha cronbachs of the indicator block that measures the construct. A construct is declared reliable if the cronbachs alpha value is above 0.7. The following is a table of loading values for the construct of the research variables resulting from running the Smart PLS program in the following table.

Tabel 4. Construct Reliability and Validity

Indicator	Cronbach's Alpha	Composite Reliability	Average Extracted Variance (AVE)
Performance (Y)	0.820	0.881	0.650
Competencies (X)	0.855	0.895	0.631
Training (Z)	0.767	0.839	0.519

Source: Smart PLS Output, 2024

Based on Table 5, it can be explained that the AVE value in each variable tested has a > value of 0.5, which shows that all variables in this study meet the criteria for discriminant validity. To determine the reliability in this study, the composite reliability value is used. The accepted value for the reliability level is > 0.7. Based on these criteria, it can be seen that all variables in this study have a > value of 0.70 so that it can be stated that all variables tested meet the reliability of the construct.

Structural Model Evaluation (Inner Model)

Evaluation of the structural model (inner model) is carried out to ensure that the structural model built is robust and accurate. The stages of analysis carried out in the evaluation of the structural model are seen from several indicators, namely:

1) Determination Coefficient Test Results (R2)

The determination coefficient (R2) test is used to see the influence of certain independent latent variables on the dependent latent variable whether it has a substantive influence. Based on the data processing that has been carried out using the SmartPLS 3.0 program, the R Square value is obtained as shown in the following table.

Table 5. R Square Results

Variable	R Square	Adjusted R Square
Performance (Y)	0.507	0.490
Training (Z)	0.618	0.540

Source: Output Smart PLS, 2024

Based on table 5, it is known that the R square Adjusted value of the Performance variable is 0.490 or 49%, which means that the influence of Competence on Performance in the medium category means that the more the Competency of employees increases, the more their performance will increase. Meanwhile, the R

Square value in the Performance variable is 0.507 or 50.70%, which means that the influence of Competence on Performance is 50.70.% and the remaining 49.30% is influenced by other variables that have not been studied. Meanwhile, the R Square Adjusted value of the Training variable is 0.540 or 54%, which means that Competence affects Training by 54% or in the medium category, which means that Competence is very significant in improving Training. Furthermore, the R square value of the Training variable is 0.618 or 61.80%, which means that Competence affects Training by 61.80% while the remaining 38.20% is influenced by other variables that have not been studied.

2) Hasil Uji Goodness of Fit

The Goodness of Fit test is a statistical method used to evaluate how well the tested model or statistical distribution matches the observed data. The Goodness of Fit test aims to determine the extent to which the observed data corresponds to the theoretical distribution assumed by the model or hypothesis. The goodness of fit model test can be seen from looking at the NFI value on the program. If the NFI value > SRMR and the closer it is to 1, then the better the model (good fit). Based on the data processing that has been carried out using the SmartPLS 3.0 program, the Fit Model values are obtained as follows.

Table 6. Model Fit

	Saturated Model	Estimated Model
SRMR	0.106	0.106
d_ULS	1.184	1.184
d_G	0.528	0.528
Chi-Square	171.956	171.956
NFI	0.637	0.637

Source: Output Smart PLS, 2024

Based on table 7, it can be seen that the NFI value is 0.637 > 0.106 so that it can be stated that the model in this study has sufficient goodness of fit and is suitable to be used to test the research hypothesis.

Hypothesis Test Results

After conducting an inner model analysis, the next thing is to evaluate the relationship between latent constructs in order to answer the hypothesis in this study. The hypothesis test in this study was carried out by looking at T-Statistics and P-Values. The hypothesis was declared accepted if the T-Statistics value > 1.96 and the P-Values < 0.05. The following are the results of Path Coefficients of direct influence between variables as shown in the following table.

Table 7. Path Coefficients

Variable	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values	Result
Competencies -> Performance	0.287	0.296	0.112	2.567	0.011	**Accepted**
Competencies -> Training	0.540	0.372	0.135	9.042	0.028	**Accepted**
-> Performance Training	0.613	0.610	0.101	6.091	0.000	**Accepted**

Source: Output Smart PLS, 2024

Based on the data in Table 8, it can be stated that Competence affects Performance. This can be seen from the T-statistical value of 2,567 > 1.96 with a P-Value of 0.011 < 0.05. This means that if competence is improved, performance will also increase.

Furthermore, on the influence of Competency on Training, data on T-Statistical values were obtained from 9.042 > 1.96 with P-Value values of 0.028 < 0.05 so that it can be stated that Competency has a significant effect on Training at the Office of Women's Empowerment, Child Protection and Community Protection (DP3AM) Binjai City. This can be interpreted that if Competence is improved, Training will not increase significantly.

Furthermore, on the influence of Training on Performance, data was obtained that the T-Statistic value was 6,091 > 1.96 with a P-Value value of 0.000 < 0.05 which means that Training has a positive and significant effect on Performance. This indicates that if the training is improved, the performance will increase. The following is explained in the form of a path test drawing as follows:

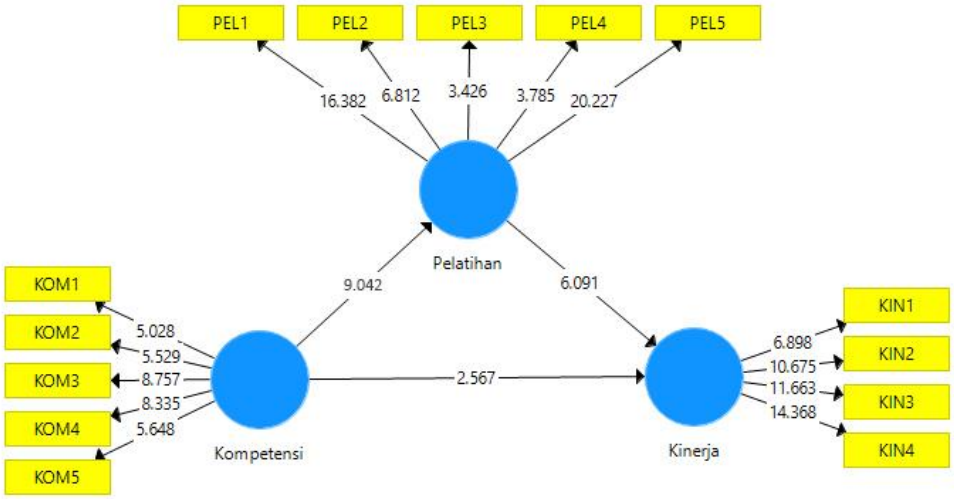

Figure 2. Path Coefficients Test Results

To answer the fourth hypothesis, it is seen by looking at the indirect influence between variables as shown in the following table.

Table 8. Indirect Effect (Pengaruh Tidak Langsung)

Variable	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values	Result
Competency (X) -> Training (Z) -> Performance (Y)	0.860	1.050	0.870	5.974	0.000	**Accepted**

Source: Output Smart PLS, 2024

Based on table 8, it can be explained that Training (Z) is able to intervene in the influence between Competency (X1) and Performance (Y). This can be seen from the results of the T-Statistical value of 5.974 > 1.96 with a P-Value of 0.000 < 0.05. This shows that Training is able to intervene in the influence between Competency and Performance. These results provide insight into how the Training variable is able to intervene in the influence between Competency and Performance in the Office of Women's Empowerment, Child Protection and Community Protection (DP3AM) Binjai City.

3.2. Discussion

The findings in this study can be strengthened by referring to the findings of previous relevant studies. In the context of the influence of Competence on Performance, it shows that Competence has an effect on Performance. The implications of these findings indicate that empowerment-focused capability enhancement alone is not enough to improve employee performance. Workplace organizations need to explore other factors that are more effective in improving employee performance through women's empowerment. Office management must understand that empowerment alone is not enough and needs to be combined with other strategies that are more personal and directly touch employees so that it is easy to improve competence.

Furthermore, on the influence of Competency in Training Stated that Competence has a positive and significant effect on Training at the Office of Women's Empowerment, Child Protection and Community (DP3AM) Binjai City. The implications of these findings suggest that competencies that drive employee empowerment can effectively improve their sense of performance, which includes a sense of competence, autonomy, and meaning in the job, (Ibrahim et al., 2024). Thus, management must continue to develop and implement Competency practices to strengthen this psychological aspect. This step can help create a more positive work environment, improve employee well-being, and encourage better performance. Additionally, focusing on Training can also increase employee engagement and commitment to the organization, ultimately contributing to achieving organizational goals more effectively.

Likewise, the influence of Training on Performance was obtained that training had a positive and significant effect on Performance. The results of this finding are in line with the results of the research (Sari, 2018) and (Wahyuningsih, 2019) which states that training affects performance.

The implication of these findings is that organizations need to focus on Training strategies to improve employee performance. Management must create a work environment that is fully supportive of competence, provides freedom in decision-making, and helps employees find meaning in their work. By strengthening these aspects, organizations can increase their enthusiasm for participating in training, which in turn can improve their performance, creativity, and commitment to the organization.

In the indirect influence, it is explained that Training is able to intervene in the influence between Competence and Performance. These findings indicate that in order to maximize the training provided to employees, management needs to implement knowledge enhancement that supports training. This includes giving employees more autonomy, ensuring they feel competent in their roles, and helping them find meaning in their work. By improving Training, organizations can amplify the positive impact of Competencies, which can ultimately improve employee performance, creativity, and commitment.

4. CONCLUSION

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

a. There is an influence of Competence on Performance. This can be seen from the T-statistical value of 2.567 > 1.96 with a P-Value of 0.011 < 0.05. This means that if Competence is improved, Performance will increase.

b. Competence has a positive and significant effect on Training with a T-Statistical value of 9.042 > 1.96 and a P-Value value of 0.000 < 0.05 so that it can be stated that if Competency is improved, employee training will increase significantly.
c. Training has a positive and significant effect on Performance with a T-Statistic value of 6,091 > 1.96 and a P-Value of 0.000 < 0.05 which means that if the Training is improved, the Performance will increase.
d. In the indirect influence, the T-Statistical value was obtained > 5.974 1.96 and the P-Value value was 0.000 < 0.05. This shows that Training is able to intervene in the influence between Competency and Performance. These results provide insight into how the intermediate variables of Training can intervene in the relationship between Competency and Performance at the Office of Women's Empowerment, Child Protection and Community Protection (DP3AM) of Binjai City.

5. SUGGESTION

Based on the results of the research, discussion, and conclusions obtained, the suggestions that can be given are as follows:

a. Based on the results of the study, it is known that the variables of Training, Knowledge, and Competence need to be maintained and improved at the same time. Therefore, the Women's Empowerment, Child and Community Protection Office (DP3AM) of Binjai City should increase training for employees. The training provided must also be more diverse because with diverse training it will be able to expand the competence of employees while also increasing knowledge. Suppose holding time management training improves service. These steps are expected to further improve the competence of employees so as to increase knowledge and will also improve employee performance.
b. In order for researchers to further develop this research by developing a research model by involving conditional variables as moderation variables in order to find out the variables that strengthen or weaken the performance of employees.

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