

The Effect of Competence and Work Environment on Employee Performance PT. PP London Sumatra Tbk. Kencana Sari Palm Oil Mill Lahat

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Abstract

This study aims to determine whether there is competence and work environment on employee performance at PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. This type of research uses associative research. the sample in this study were 60 respondents from a total population of 150 employees. The sample data collection technique uses the Proportionate Stratified Random Sampling technique, the data used are primary data and secondary data, using data collection methods through questionnaires, interviews and documentation. Data processing techniques use Multiple Linear Regression, F Test (Simultaneous), t Test and Coefficient of Determination. The results of the research based on regression show that competence and work environment have a positive effect on employee performance at PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. The results of the F hypothesis test show that there is a significant influence on the competence and work environment of employees of PT. PP London Sumatra Tbk Kencana Sari Lahat Palm Oil Mill. The t test shows that there is an influence on the competence and work environment of employees of PT. PP London Sumatra Tbk Kencana Sari Lahat Palm Oil Mill. The results of the coefficient of determination show that the competency and work environment variables are 0.294 or 29.4%, meaning that the competence and work environment variables are able to contribute to the ups and downs of employee performance, with the magnitude of the change caused by 70.4% being explained by other variables not included in the this research.

Keywords: competence, work environment, employee performance.

1. Introduction

Human resource management is the process of acquiring, training, appraising and compensating employees, taking into account their employment relations, health, safety and fairness issues. Human resource management is a process of utilizing human resources effectively and efficiently through the activities of planning, activating and controlling a value that becomes human power to achieve goals. Dessler (2015). Performance is an achievement that has been achieved by employees in carrying out the work that has been given. Meanwhile, according to Sutrisno (2016). Competence is an ability to carry out or carry out a job or task that is based on skills and knowledge and is supported by the work attitude demanded by the job. Widodo (2016). The work environment in a company is very important to note management. Although the work environment does not carry out the production process within a company, the work environment has a direct influence on the employees who carry out the production process. Afandi (2016).

The work environment is the overall tools and materials encountered, the surrounding environment in which a person works, his work methods, and his work arrangements both as individuals and as a group. Sedarmayanti, in Kakinsale (2015). Phenomenon at PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat, employees are the result of someone's work in quality and quantity in accordance with predetermined standards based on the responsibilities given in 2019 and 2020 sales exceeded the target and increased as desired by the company, while in 2021 it will decrease. Thus PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat has not been able to achieve the target or goal to the fullest according to what is set by the company. In addition, there is still a lack of work standards owned by employees in completing tasks on time. Overall, employee performance indicators have problems because employees have not been able to achieve the specified quality and quantity results because employees generally lack adequate knowledge in their field of work and also lack maximum supervision from the company.

Problematic competencies such as employees' understanding of work is still not right, lack of knowledge of the selection of production raw materials and lack of ability of employees to complete work. In addition, the phenomenon obtained by interviewing several employees of PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat, this concerns existing production targets that must be justified by the company by increasing the ability of its employees so that all employees of PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Laha has good capabilities. The work environment is an atmosphere in which employees carry out activities every day. A conducive work environment can provide a sense of security and enable employees to work optimally. But at PT. PP London Sumatra Tbk Kencana Sari Palm Oil Mill. Look at the work environment, there are tools or machines that are not suitable for use, not enough lighting, lights that are off, and not immediately replaced with new ones, so the room becomes less bright and it is difficult to distinguish products good and bad products, as well as noise that makes employees feel uncomfortable. In addition, there are regulations indicating that smoking is prohibited in the area of PT. London Sumatra, but there are still some employees and even truck drivers who carry palm oil not obeying these regulations, thus making the environment at the PT uncomfortable with violations of regulations that apply in the area of PT. PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. Thus the arrangement should provide benefits, so as to increase employee morale. From the results of the survey conducted, it can be seen the problems within the company, namely one of the issues that must be resolved at this time is how to prepare funds to obtain quality human resources, employee performance that is less than optimal. This can be seen from the results of the performance that is not optimal that is faced by employees in terms of the number and timeliness of employees to complete the work given by employees must be creative in doing work so that the performance obtained by employees is good. The results obtained from the employee survey obtained information from subordinates that there were still some employees who felt that they were not in accordance with the leadership method carried out by the leader.

2. Literature Review

Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. Mangkunegara (2016) stated that performance as a result of work that can be achieved

by a person or group of people in an organization in order to achieve organizational goals within a certain period of time. Prawiro Suntoro in Tika (2016) defined performance as 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.

Competence is the ability that is expected and produces the best. Not all employees have competence, only some who have good and high performance have competence. Sedarmayanti (2017). Such as knowledge employees who have the will to improve and expand their knowledge. While Ability powned by employees in accordance with the field of work so as to identify problems and find solutions to problems that occur. Understanding having a good understanding of the characteristics and working conditions effectively and efficiently. Competence is an ability to carry out or carry out a job or task that is based on skills and knowledge and is supported by the work attitude required by the job. Wibowo (2016). Competence is an individual's ability to carry out a job correctly and have advantages based on matters relating to knowledge, skills, and attitudes.

The work environment is something that exists in the environment of workers who can influence themselves in carrying out tasks such as temperature, humidity, ventilation, lighting, cleanliness of the workplace, and the adequacy of work equipment. The work environment can be interpreted as the whole of the tools encountered, the surrounding environment in which a worker, his work methods, as a result of his work both as an individual and as a group. employees, because they can work faster, make fewer mistakes and their eyes don't get tired as quickly. And also color is one of the important factors for raising the work efficiency of employees, especially color will affect their mental state by using the right color on the walls of the room and other tools the joy and calm of working for employees will be maintained. the last one is Air Regarding this air factor, which is very often the air temperature and the amount of water vapor in the air.

3. Research Method

The type of research used in this study is associative research, because this research will explain the relationship (relationship or influence) between one variable and another. in this case the variables that are associated (The Influence of Competence and Work Environment on Employee Performance of PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat). The population in this study were all employees of PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat, totaling 150 people. With a sample of 41 employees. The data used in this research is primary data. This data is data that is done by distributing questionnaires (questionnaire) to respondents. Method used in this study was a questionnaire method (questionnaire). This questionnaire or questionnaire is in the form of questions addressed to respondents. Besides that, the interview method was also used to obtain secondary data. The data analysis method used in this study is a quantitated qualitative analysis method. Multiple linear regression analysis technique. Hypothesis test (F test) and (t test) and calculate coefficient of determination.

4. Findings and Discussions

Table 1. Regression Result

Unstandardized Coefficients			Standardized Coefficients
Model	B	Std. Error	Betas
1 (Constant)	.5,613	1671	
X1	.388	.108	.401
X2	-.208	.071	-.328

From Table 1 it can be seen that the calculation results, the multiple linear regression equation obtained can be written as follows: $Y = 5.613 + 0.388 X_1 + 0.208 X_2$. Based on the results of table 1 calculations through the SPSS program, the following is obtained: The competency regression coefficient (X1) is 0.388 and the Work Environment (X2) is 0.208 positive. That is, if the employee performance variable increases, it will be followed by an increase in the employee performance variable, while the others remain the same. If the competency and work environment variables decrease, it will be followed by a decrease in employee performance. From the results of the research, it is known that only a small number of employees have competence according to their position and scope of work. Because employees do not have good knowledge to complete their work, it results in employees being less responsible in completing their work, so that the work results obtained are not optimal. As a result the performance produced by employees decreases.

Table 2. F Test Results (Simultaneous)

Model		Sum of Squares	df	Means Square	F	Sig.
1	Residual	366,930	2	183,465	13,27	,000 ^b
	Regression	788,053	57	13,825	0	
	Total	1154,983	59			

Determine F table with 90% confidence level and error rate (α) 10% = 01 with degrees of freedom (df) $v_1 = K-1 = 4-1 = 3$, and $v_2 = nk-2 = 60-2 = 58$ (df which same as in table IV.11). So the value of F table = 2.400 Based on Table IV.11 it can be seen that the calculated F value is $13.720 > F$ table 2.400, this is also reinforced by a significant level value equal to 0.000 or significantly less than α 10% = 0.1 (significant), then H_0 is rejected and H_a is accepted. This means that there is an influence of competence and work environment on the performance of PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat.

Table 3. T-TEST Results (Partial)

Model	Unstandardized Coefficients		Standardized Coefficients		Q	Sig.
	B	std. Error	Betas			
(Constant)	5,613	1,671		.3,358		.001
X1	.388	.108	.401	3,602		.001
X2	.208	.071	.328	2,941		.005

Based on Table 3 of the (partial) t test results above, it can be seen as follows: calculated t value for competence is $3.358 > t \text{ table } 1.671$, with a sig. t level of $0.001 < 0.1$ (significant), then H_0 is rejected H_a is accepted meaning that there is a significant influence of competence on the performance of employees of PT. PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat The results of this study prove that competency influences employee performance calculated t value for the work environment is $2.941 > t \text{ table } 1.671$, with a sig. t level of $0.005 < 0.1$ (significant), then H_0 is rejected. H_a is accepted, meaning that there is a significant influence of the work environment on the performance of PT employees. PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat The results of this study prove that the work environment viewed from PT. PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat has an effect on employee performance.

Table 4. Coefficient of Determination

Model	R	R Square	adjusted R Square	Std. Error Of the Estimate
1	.564 ^a	.318	.294	3.71827

Based on the calculation results in Table I.4 above, the Adjusted R Square value (coefficient of determination) is 0.294 or 29.4%, meaning that the competence and work environment variables are able to contribute to the ups and downs of employee performance, with the magnitude of the change caused by 70.4%, explained by the variables other variables not included in this study. Based on the calculation results in the table *Adjusted R Square* value (coefficient of determination) is obtained of 0.708 or 0.708 x 100% = 70.8%, meaning that the variables of organizational commitment, discipline and competence can contribute to the ups and downs of PT. Thamrin Brothers Belitang District by 70.8%. While the remaining 29.2% is explained by other variables not included in this study.

The Influence of Competence and Work Environment on Employee Performance at PT. PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. Based on the results of hypothesis testing together with a 90% confidence level stating the hypothesis is

accepted, this proves that there is a positive and significant influence of competence and work environment on the performance of employees of PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. This result is also evidenced by the coefficient of determination test which proves that competency and the work environment can contribute 29.4% to the ups and downs of employee performance. This research proves that the hypothesis that has been written at the beginning proves that there is a significant effect of competence and work environment on the performance of employees of PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. This result is in line with the theory stated by Silaen, Dalmyiatun, & Satmoko (2019: 823) factors that affect employee performance, including stating that competence and the work environment are factors that influence employee performance. So that the statements mentioned in the theory can be said to be true through research results. The results of this study are supported by research conducted by Agus Susanto (2018), entitled the influence of the work environment and competence on the performance of employees of PT. North Sumatra Plantation. The results of this study indicate that the work environment has a positive and significant effect on the performance of employees of PT. North Sumatra Plantation. The results of his research show that if the work environment is fully implemented by employees and competencies run well, it will affect employee performance. General employees state that competence and work environment at PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat are still not optimal enough. As a result, it appears that the employee performance (Table IV.7) also appears to be not optimal in general. This proves the relationship between the influence of competency and work environment variables on employee performance, which means that if competence and work environment can be improved, it will have an impact on improving employee performance at PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat.

The Effect of Competence on Employee Performance at PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. Based on the results of partial hypothesis testing with a confidence level of 90% indicating that the hypothesis is accepted, this proves that there is a positive and significant effect of competence on employee performance at PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. These results explain, if good or bad competence possessed by employees will determine the good or bad performance of the employees they produce. This study proves that the hypothesis that has been written at the beginning proves that there is an effect of competence on the performance of employees of PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. Based on the distribution of respondents' answers in Table IV.8 (Competence) it appears in general that competence at PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat is still fairly low. As a result, it appears that the effect on employee performance (table IV.7) also appears to be not optimal in general. This is caused because employees do not have good enough knowledge in completing work, employees do not have the ability according to company needs and employees do not understand about the work that has been given, then this can affect employee performance. This result is in line with the theory stated by Silaen, Dalmyiatun, & Satmoko (2019: 823). is a combination of knowledge, skills, and personality attributes of a person so as to improve his performance and contribute to the success of the organization. In addition, competence also has a meaning, namely the capacity that exists in a person and can make that person able to fulfill what is implied by

work in an organization so that the organization can achieve the expected results. The results of this study are supported by research conducted by M. Thamrin Noor (2021) with the research title The Effects of Competence and Compensation on Employees at PT. Borneo Oil Palm in East Kotawaringin Regency. The research results show that competence has a partial effect on employee performance at PT. Borneo Oil Palm in East Kotawaringin Regency. Compensation influences simultaneously on the performance of employees of PT. Borneo Sawit Perdana in East Kotawaringin Regency, the results of this study are in line with previous studies, because both prove that there is an effect of competence on employee performance.

The Influence of the Work Environment on Employee Performance at PT.PP London Sumatra Tbk Kencana Sarsi Palm Oil Mill Lahat. Based on the results of partial hypothesis testing with a confidence level of 90% indicating that the hypothesis is accepted, this proves that there is a positive and significant influence of the Work Environment on Employee Performance at PT. PT. PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. These results explain, if the bad work environment around the employee will affect the poor performance of the employees it produces. This research proves that the hypothesis that was written earlier is proven to exist the effect of the work environment on the performance of employees of PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. Based on the distribution of respondents' answers in Table IV.9 (Work Environment), it appears in general that the Work Environment at PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat is still relatively low. This is caused by lighting that is not in accordance with needs, air conditions in the work room do not provide comfort, and noise at work affects concentration while working, so this can affect employee performance. These results are in line with the theory stated by Kasmir (2019: 189). The work environment is everything that exists around workers that can influence them in carrying out the assigned tasks. The work environment as one of the factors that can affect employee performance must also be considered by the company. This is because the conditions of a good working environment will provide work motivation for employees in completing the load his job. The results of this study are supported by research conducted by Aji Saidina Ali and Irwan (2022) with the research title The Influence of the Work Environment and Workload on Employees at Palm Oil Companies in Ogan Komering Ilir. The results of the study show that the work environment has a partial effect on employee performance at the oil palm company in Ogan Komering Ilir. Work Environment and Workload have a simultaneous effect on employee performance at the Palm Oil Company in Ogan Komering Ilir, the results of this study are in line with previous research, because they both prove that there is an influence of the work environment on employee performance

5. Conclusion

Based on the results of research and discussion, it can be concluded as follows: There is an Influence of Competence and Work Environment on Employee Performance at PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. There is an Influence of Competence on Employee Performance at PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. There is an Influence of the Work Environment on Employee Performance at PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. Based on the conclusions obtained, the following suggestions can be invited: PT.PP London

Sumatra Tbk Kencana Sari Palm Oil Mill Lahat Pays attention to employee competency and work environment to improve performance. The competencies possessed by employees of PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat should be further improved and adapted to their field and work. Companies can increase competence through training or training, workshops or seminars that are useful for increasing the ability and knowledge of employees in carrying out the main tasks that have been given by the company. A comfortable work environment for employees must be further improved by PT.PP London Sumatra Tbk Kencana Sari Palm Oil Mill Lahat. Provide adequate facilities. That way the comfort and job satisfaction of employees will increase due to a supportive work environment, so that employees can achieve maximum potential at work or have high performance.

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