

The Influence of Competence, Motivation and Supervision on Employee Performance at the Inspectorate of Musi Rawas Utara District

Ismed Purla, Suwarno, Ronal Aprianto & Indrawati Mara Kesuma

Bina Insan University, Lubuklinggau, Indonesia

Email: ismedpurla04@gmail.com

Abstract

The title of this research is The Influence of Competency, Motivation and Supervision to Employee Performance using the quantitative research conducted in Inspectorate Office North Musi Rawas Sub-District. The purpose of research to determine the influence of competency, motivation and supervision to employee performance Inspectorate Office North Musi Rawas Sub-District both simultaneously and partially. The sample in this research as many as 70 employees in 2nd Inspectorate Office and related Offices in North Musi Rawas Sub-District. Data analysis technique used in this research is multiple linear regression test, coefficient of determination test, F test and t test. The results obtained are 1). The partial test (t test) performed proves competency has a significant effect on employee performance where $t_{count} 5,211 > t_{table} 1,994$ and also $sig\ 0,002 < 0,05$. 2). Motivation significantly influence the performance where $t_{count} 2,801 > t_{table} 1,994$ and also $sig\ 0,003 < 0,05$. 3). Supervision significantly influence the employee performance where $t_{count} 4,731 > t_{table} 1,994$ and $sig\ 0,000$. 4). Competency, Motivation and Supervision have significant influence simultaneously to employee performance in 2nd North Sub-District Office Lubuklinggau City, where $F_{count} 14,747 > F_{table} 2,74$ and also $sig\ 0,000 < 0,05$.

Keywords: competency, motivation, supervision, employee performance

1. Introduction

Performance according to Mangkunegara (2017: 67) is the result of work or work productivity both in quality and quantity achieved by a person or work team in carrying out tasks according to the responsibilities given by the organization. From the definition above, the main parameters in assessing an employee's performance are quality, quantity, work implementation process and the level of employee responsibility in the process of carrying out the tasks assigned by the organization.

The performance of the North Musi Rawas Regency Inspectorate staff is still faced with a series of challenges. Even though there have been efforts made to improve employee performance, in reality they have not yet obtained optimal results. Performance problems in the North Musi Rawas Regency Inspectorate focus on the lack of maximum quality and quantity of performance produced. The lack of optimal quality of performance can be seen from the low follow-up on the recommendations from the inspections carried out at the relevant agencies. The low follow-up on the recommendations issued, allegedly as a result of the recommendations submitted were not optimal.

In addition to the quality of performance that is still less than optimal, the quantity of work produced is still not optimal. The less than optimal quantity of employee performance is caused by the distance between offices that are far apart, which reduces

the efficiency of the inspection process carried out. In addition, the number of officials who have the capacity and authority to carry out the examination process is still not sufficient.

Timeliness is an important factor in achieving organizational goals. Without careful planning, the achievement of organizational goals will not be in accordance with the set time. Lack of planning, especially with regard to time, is still one of the performance constraints faced by the North Musi Rawas Inspectorate. The level of achievement of work program realization that is less than 100% is an indication of weak time planning carried out.

2. Literature Review

Performance. The term performance comes from the word job performance or actual performance (work achievement or actual achievement achieved by a person). The definition of performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Stephen P. Robbins (2016) suggests five employee performance indicators, namely: 1. Quality Quality of work is measured by employees' perceptions of the quality of work produced and the perfection of tasks on the skills and abilities of employees. 2. Quantity (quantity) Is the amount produced expressed in terms such as the number of units, the number of completed activity cycles. 3. Timeliness (punctuality) Is the level of activity completed at the beginning of the stated time, from the point of coordination with the output (output) and maximizing the time available for other activities. 4. Effectiveness (efectivity) Is the level of use of organizational resources (energy, money, technology, raw materials) is maximized with the intention of increasing the results of each unit in the use of resources. 5. Independence (self-sufficiency) This is the level of an employee who will be able to carry out his work function Work commitment. Is a level where employees have a commitment to work with the agency.

Competence. Levy Leboyer in Sudarmanto (2018) suggests the definition of competence as something related to talents, traits, personality and knowledge that has been achieved by someone. Another definition of competence is presented by Suryana (2014) which states that competence is an ability that must be possessed by entrepreneurs in real terms which is reflected in the ability and willingness to start a business (start up), the ability to do something new (creative), the willingness and the ability to seek opportunities, the ability and courage to take risks (risk bearing), and the ability to develop ideas and gather resources. Andrews and Higson in Spencer (2014) put forward a series of competency indicators, as follows: 1) Communication Skills: Is the ability to communicate clearly and concisely using a variety of spoken and written methods. 2) Team Working and Relationship Building Skills: Ability to work in a team, and appropriate interpersonal skills in order to build relationships with colleagues, team members and external stakeholders. 3) Self and Time Management Skills: Is the ability to manage oneself, one's time and one's schedule effectively in any situation related to a given work. 4) Ability to see the Bigger Picture: Ability to see how things are interconnected and approach work-related issues in a strategic and innovative manner. 5) Influencing and Persuading Abilities: Ability to communicate at all levels using influencing techniques and negotiation skills to positively influence others. 6) Problem Solving Abilities: Is the ability to analyze problems and situations critically and logically, and the ability to apply

the best and logical solutions to problems. 7) Leadership Abilities: Ability to lead a team, take responsibility for tasks, provide direction, provide structure and assign responsibility to others. 8) Presentation Skills: Ability to prepare and convey information effectively to different audiences in various circumstances.

Motivation. Motivation questions how to encourage subordinates' work enthusiasm, so that they want to work hard by providing all abilities and skills to realize the goals to be achieved by the organization. Hasibuan (2016) defines motivation as a stimulant of desire and driving force of one's will to work because each motivation has a specific goal to be achieved. Robbins and Judge (2014) state motivation as a process that explains the intensity of direction, and persistence of an individual to achieve his goals. Hasibuan (2016) suggests five indicators of motivation that are used as indicators in this study. The five indicators are: 1) Physiological: Fulfillment of physical/physiological needs is indicated by the provision of proper salaries to employees, bonuses, meal allowances, transportation allowances, housing facilities, and so on. 2) Security: This indicator is indicated by work security and safety facilities such as: social security for workers, pension funds, health insurance and work safety equipment. 3) Social: Shown in the form of interaction with other people, including: harmonious working relationships, the need to be accepted in groups and the need to love and be loved. 4) Awards: Namely the need to be recognized and appreciated both by superiors, colleagues and subordinates for the work produced. 5) Self-Actualization: Demonstrated by the nature of work that is interesting and challenging where employees will exert all their potential, abilities and skills.

Supervision. According to Saydam in Kadarisman (2014), said that supervision is a managerial activity, carried out with the intention that there are no deviations in carrying out the work. A deviation or error occurs or not during the execution of work depending on the ability and skill level of the employees. Supervision carried out by the leadership, especially in the form of built-in control, is a managerial activity carried out with the intention of preventing irregularities in carrying out work. According to Samsudin in Kadarisman (2015), argues that indicators in the implementation of human resource supervision need to pay attention to the following: 1) Targets to be achieved: The number of personnel that must exist in the organization or company concerned to achieve the goals to be achieved. 2) Quality of ability: What quality of workforce capabilities must fill various parts of the organization with all types of educational backgrounds. 3) Targets are carried out systematically: What are the goals in each section to be achieved and the interrelationships between these parts so that achieving organizational goals can be carried out systematically. 4) Work performance.

3. Research Method

This research uses a descriptive research type with a quantitative approach. The research design used in this research is quantitative research, namely a research method based on the philosophy of positivism, used to examine certain populations or samples. Sampling techniques are generally carried out randomly, data collection uses research instruments, data analysis is quantitative or statistical in nature with the aim of testing predetermined hypotheses (Sugiyono, 2014; 7). A quantitative research is a research that requires a lot of numbers, starting from data collection, interpretation of the data, and the appearance of the results. Likewise, at the research conclusion stage it would be better if it was

accompanied by pictures, tables, graphs, or other displays. The model used in this study is a multiple regression model using the SPSS (Statistical Program and Service Solution) computer program version 19.00. According to Priyatno (2016: 73) stated that multiple linear regression analysis is a linear relationship between two or more independent variables ($X_1, X_2, \dots, X_n$) with the dependent variable (Y). This analysis is to determine the direction of the relationship between the independent variables and the dependent variable whether each independent variable is positively or negatively related and to predict the value of the dependent variable if the value of the independent variable increases or decreases. The population is all employees of the North Musi Rawas District Inspectorate employees as many as 30 (seven thirty) employees.

4. Findings and Discussions

Table 1. Regression Result

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	27.667	6.001		4.610	.000
	KOMPETENSI	.743	.231	.614	5.211	.002
	MOTIVASI	.386	.103	.237	2.801	.003
	PENGAWASAN	.592	.220	.406	4.731	.000
a. Dependent Variable: KINERJA						

The results of multiple linear regression calculations obtained the following equation: value $a = 27.667$, $b_1 = 0.743$, $b_2 = 0.386$ and $b_3 = 0.592$ values then the values a and b are arranged into the multiple linear regression equation $Y = a + b_1X_1 + b_2X_2 + b_3X_3$, then the regression equation is as follows: Performance = $27.667 + 0.743$ Competence + 0.386 Motivation + 0.592 Supervision. From the equation of the estimated value of the regression function above, it can be seen that the constant obtained is 27.667 . This illustrates that without being influenced by the independent variables of competence, motivation and supervision, the performance value is $\beta/a = 27.667$. While the value of the regression coefficient which represents the competency variable has a value of 0.743 indicating that any change in the competency variable, the performance will change in a direct proportion of 0.743 assuming the other independent variables are constant. Then the value of the regression coefficient representing the motivational variable obtained a value of 0.386 indicating that any changes in the motivational variable, the performance will change directly proportional to 0.386 assuming the other independent variables are constant. The regression coefficient value representing the monitoring variable has a value of 0.592 indicating that any changes in the monitoring variable, the performance

will change in a direct proportion of 0.592 assuming the other independent variables are constant. From the calculation of the coefficient of determination, the R value is 0.512. This can be interpreted that the magnitude of the contribution of competence, motivation and supervision to the performance of employees at the North Musi Rawas District Inspectorate, is very strong. Then from the calculation of the coefficient of determination (R²) of 0.633. Means that the magnitude of the influence of competence, motivation and supervision on employee performance in the Inspectorate of North Musi Rawas Regency. The Adjusted R Square value is 0.374 or 37.4%, while the remaining 62.6% is influenced by other variables not included in this study. Testing the hypothesis in this study obtained Fcount = 14.747 > Ftable = 2.74 with a significance level of Sig = 0.006 < α = 0.05, with a significance level of 95% and a = 5% and denominator db = n-k-1 = 70 – 3 – 1 = 66 and db quantifier k = number of variables – 1 (k = 3). This means that together the competency, motivation and supervision variables have a significant influence on the performance of employees at the Inspectorate of North Musi Rawas Regency. Thus the hypothesis in the research is proven and acceptable.

5. Conclusion

It can be concluded that : 1. Partially, competency has a significant influence on employee performance at the North Musi Rawas District Inspectorate. This is evidenced by the tcount value of 5.211 and the Sig value of 0.002. The tcount value of 5.211 is greater than the ttable value of 1.994. Thus it is proven that the competence variable has a significant partial effect on performance. 2. Partially, motivation has a significant effect on employee performance at the North Musi Rawas District Inspectorate. This is evidenced by the tcount value of 2.801 and the Sig value of 0.003. The tcount value of 2.801 is greater than the ttable value of 1.994. Thus it is proven that the motivational variable has a significant partial effect on performance. 3. Partially, supervision has a significant influence on employee performance at the North Musi Rawas District Inspectorate. This is evidenced by the tcount value of 4.731 and the Sig value of 0.000. The tcount value of 4.731 is greater than the ttable value of 1.994. Thus it is proven that the monitoring variable has a significant partial effect on performance. 4. Simultaneously competence and motivation have a significant influence on employee performance at the North Musi Rawas District Inspectorate. This is evidenced by the Fcount value of 3.863 and the Sig value of 0.026. The Fcount value of 3.863 is greater than the Ftable value of 3.13. Thus it is proven that the competence and motivation variables have a significant simultaneous influence on employee performance. 5. Simultaneously motivation and supervision have a significant influence on employee performance at the North Musi Rawas District Inspectorate. This is evidenced by the Fcount value of 14.894 and the Sig value of 0.000. The Fcount value of 14.894 is greater than the Ftable value of 3.13. Thus it is proven that the variables of motivation and supervision have a significant simultaneous effect on performance. 6. Competence and supervision simultaneously have a significant influence on employee performance at the Inspectorate of North Musi Rawas Regency. This is evidenced by the Fcount value of 19.834 and a Sig value of 0.000. The Fcount value of 19.834 is greater than the Ftable value of 3.13. Thus it is proven that competence and supervision variables have a significant simultaneous effect on performance. 7. Simultaneously competence, motivation, and supervision have a significant influence on the performance provided by employees at the North Musi Rawas District Inspectorate. This is evidenced by the Fcount

value of 14.747 and the Sig value of 0.000. The Fcount value of 14.747 is greater than the Ftable value of 2.74. Thus it is proven that the competency, motivation and supervision variables have a significant simultaneous effect on performance.

References

- Arikunto, Suharsimi (2015) *Prosedur Penelitian Suatu Pendekatan Praktik*, Rineka Cipta, Jakarta
- Armstrong, Michael (2014) *Human Resources Management*, Prentice Hall, New York
- Armstrong, M. and Baron, A (2014) *Performance Management – The New Realities*, Institute of Personnel and Development, London
- Bernardin, John (2014) *Human Resource Management, An Experimental Approach*, McGraw-Hill, Boston
- Bharata, Atep Adya (2014) *Dasar-Dasar Pelayanan Prima*, PT. Elex Media Komputindo, Jakarta
- Becker, Brian, Mark Huselid & Dave Ulrich (2014) *The HR Scorecard Linking People, Strategy and Performance*, Harvard Business School Press, Boston
- Blanchard, Ken (2014) *Helping People Win at Work*, Prentice Hall, New York
- Boutler, Nick, dkk (2014) *People and Competance*, Gramedia, Jakarta
- Busro, Muhammad (2018) *Teori-Teori Manajemen Sumber Daya Manusia*, Prenadamedia Group, Jakarta
- Boyatzis, Richard (2014) *The Competent Manager, A Model For Effective Performance 13th Editon*, John Wiley & Sons, New York
- Chrisnandi, Yuddy (2014) *Beyond Parlemen*, Transwacana, Jakarta
- Costelo, Shiela, J (2015) *Effective Performance Management*, McGraw-Hill International, New York
- Dale, Margaret (2014) *Developing Management Skills, Techiniques for Improving Learnig Performance*, Gramedia, Jakarta
- Davis, Keith and Newstroom, John.W (2014) *Motivation Concept for Human Resource Management*, John Wiley and Son Inc, New York
- Dessler, Gary (2015) *Manajemen Sumber Daya Manusia*. PT.Salemba Empat, Jakarta
- Dwiyanto, Agus (2015) *Mewujudkan Good Geovernance Melalui Pelayanan Publik*, Gadjah Mada University Press, Yogyakarta
- Gavinov, *Manajemen Perkantoran*, Parama Publishing, Yogyakarta
- Ghozali, Imam (2016) *Aplikasi Analisis Multivariate Dengan Program IBM SPSS 23*, Badan Penerbit Universitas Diponegoro, Semarang
- Green, Paul (2014) *Building Robust Competencies, Linking Human Resource System to Organizational Strategies*, Josey Bass Publisher, San Francisco
- Fahmi, Irham (2015) *Manajemen Kinerja*, Alfabeta, Bandung

- Handoko, Hani. T. (2017) *Manajemen Personalia dan SumberDayaManusia*, BPFE, Jogjakarta.
- Hardiansyah (2018) *KualitasPelayananPublik*, PenerbitGava Media, Yogyakarta
- Ilyas, Yaslis(2014)*Kinerja Teori, Penilaian dan Penelitian*, Pusat Kajian Ekonomi Kesehatan FKM UI, Depok
- Ivancevich, John. M &Glueck, William F (2014) *Foundations of Personel/ Human Management*, Pearson Limited, England
- Loina, Perangin-angin (2014) *Hubungan Masyarakat: MembinaHubunganBaikdenganPublik*, CV. Lalolo, Bandung
- Luthans, Fred (2014) *PerilakuOrganisasiEdisiKelima*, Penerbit ANDI, Jogjakarta.
- Kurniawan, Agung (2017) *TransformasiPelayananPublik*, Pembaharuan, Yogyakarta
- Kadarisman (2014) *ManajemenKompensasi*, Rajawali Press, Jakarta
- Mahmudi (2015) *Manajemen Kinerja SektorPublik*, STIE YKPN, Yogyakarta
- Mangkunegara, Anwar Prabu (2017) *ManajemenSumberDayaManusia*, Alfabeta, Bandung
- Mangkuprawira, (2015) *ManajemenSumberDayaManusiaStrategik*, Alfabeta, Bandung
- Moeheriono (2014) *Pengukuran Kinerja BerbasisKompetensi*, PenerbitGhalia, Bogor
- Moenir, A.S (2014) *ManajemenPelayananUmum di Indonesia*, BumiAksara, Jakarta
- Newstrom, John W. Davis, Keith E. (2014) *Organizational at Work: Human Behavior at Work (15th edition)*. Mcgraw-Hill, New York
- Pasolong, Harbani (2014) *KepemimpinanBirokasi*, Alfabeta, Bandung
- Rahmayanti, Nina (2014) *ManajemenPelayanan Prima*, GrahaIlmu, Yogyakarta
- Ratminto dan AtikSeptiWinarsih (2014) *ManajemenPelayanan*, Pustaka Pelajar, Yogyakarta
- Rivai, dkk. (2015) *ManajemenSumberDayaManusiaUntuk Perusahaan*. PT. Raja GrafindoPersada, Jakarta
- Robbins, Stephen. P (2015) *Organizational Behaviour*, Pearson Education Limited, England
- Sedarmayanti (2017) *ManajemenSumberDayaManusia, ReformasiBirokrasi dan ManajemenPegawai Negeri Sipil*, PT. RefikaAditama, Bandung
- Sinambela, LijanPoltak (2017) *ReformasiPelayananPublik: Teori, Kebijakan dan Implementasi*, BumiAksara, Jakarta
- Spencer, LM dan Spencer, Signe (2014) *Competance at Work, Model for Superior Performance*, John Wiley and Sons, New York
- Srinivas, Kandula. R (2014). *Competency Based Human Resource Management: A Compelette Text With Case Studies on Competency Mapping, Modelling, Assessing and Applying*. Gtae Corporation. Bangalore, Delhi

- Subagyo, Ahmad (2017) *Marketing in Bussiness*, Mitra Wacana Media, Jakarta
- Sudarmanto (2018) *Kinerja dan Pengembangan Kompetensi SDM: Teori, Dimensi, Pengukuran, dan Implementasi dalam Organisasi*, Pustaka Pelajar, Yogyakarta
- Sugiyono (2016) *Metode Penelitian Manajemen*, Alfabeta, Bandung
- Suliyanto (2014) *Ekonometrika Terapan: Teori dan Aplikasi dengan SPSS*, Penerbit ANDI, Yogyakarta
- Supardi (2014) *Penilaian Autentik*, Raja Grafindo, Jakarta.
- Suparyadi (2015) *Manajemen Sumber Daya Manusia, Menciptakan Keunggulan Bersaing Berbasis Kompetensi SDM*. ANDI, Jakarta.
- Surjadi (2014) *Pengembangan Kinerja Pelayanan Publik*, Refika Aditama, Bandung
- Sutrisno, Edy (2017) *Manajemen Sumber Daya Manusia*, Penerbit Kencana, Jakarta
- Suwatno (2014) *Manajemen Sumber Daya Manusia*, Alfabeta, Bandung
- Tjiptono, Fandy (2014) *Pemasaran Jasa: Prinsip, Penerapan, Penelitian*, Penerbit ANDI Yogyakarta.
- Torrington, D and Hall, L (2014) *Human Resource Management*, Pearson Education Limited, United Kingdom
- Triana (2015) *Pengantar Manajemen*, Mediatara, Kebumen
- Wibowo (2014) *Perilaku Organisasi*. Raja Grafindo Persada, Depok
- Wibowo (2017) *Manajemen Kinerja*. Raja Grafindo Persada, Depok
- Williams, Richard (2014) *Managing Employee Performance*, Thomson Learning, London
- Yuniarsih, Tjutju (2014) *Manajemen Sumber Daya Manusia*, CV. Alfabeta, Bandung
- Zwell, Michael (2014) *Creating A Culture of Competance*, John Wiley and Sons, New York

Copyrights

Copyright for this article is retained by the author(s), with first publication rights granted to the journal.

This is an open-access article distributed under the terms and conditions of the Creative Commons Attribution license (<http://creativecommons.org/licenses/by/4.0/>)