

The Influence of Competency Development and Work Motivation on The Performance of KSP Coblom Pamor Employees

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Abstract

The research with the title "The Influence of Competency Development and Work Motivation on the Performance of "KSP Coblom Pamor" Employees aims to find out: (1) To find out the significant influence of Competency Development on the Performance of "KSP Coblom Pamor" Employees, (2) To find out the significant influence of Motivation Work on the Performance of "KSP Coblom Pamor" Employees, and (3) To determine the significant influence of Competency Development and Work Motivation together on the Performance of "KSP Coblom Pamor" Employees. The data analysis technique used is linear regression of two predictors. To find out whether the influence of the independent variable on the dependent variable is real, testing is carried out by carrying out regression analysis, namely analysis of the variance of the regression line to find the F value of the regression line, which can then be tested whether the F value is significant or not, then look for the Relative Contribution (SR) of each - each predictor X1 and The research subjects were 12 KSP Coblom Pamor employees, and the research object was competency development, work motivation and employee performance.

Based on the results of the prediction analysis of two predictors, namely, X1 (competence development) and X2 (work motivation) on criterion Y (employee performance), the price F is obtainedreg of 8.45. With (N-m-1) in this case db = 9/2 with a significance level of 5% F valuetable of 5.14. This means that the regression line analyzed is significant to be used as a basis for predictions because there is a significant contribution between the criteria (Y) and the predictors (X1, X2). The Relative Contribution (SR) in % of each predictor is: Predictor X1 = 61.15%, and Predictor Based on these results, the regression line is 38.49%, which consists of the effective contribution of predictor X1 (competency development) = 23.54%. And the effective contribution of predictor X2 (work motivation) = 14.95. Meanwhile, the remaining 61.51% is influenced by other factors.

Based on the results of the analysis above, it is hoped that employees can improve their competence by participating in training and that the leadership can also provide positive motivation to employees, so that employee performance can increase.

Keywords:

Competency Development; Work Motivation; Performance.

1. INTRODUCTION

In the era of globalization and increasingly tight business competition, every organization is required to have competent and high-performing Human Resources (HR). Employee performance is one of the determining factors for organizational success, because competent and motivated employees can contribute optimally to achieving company goals. Therefore, developing employee competence and work motivation are two important aspects that must be managed well by every company.

Competency development is a continuous process to improve employees' abilities, knowledge, and skills so they can carry out their duties more effectively. High competency allows employees to adapt to changes in the work environment and technology, as well as increasing productivity and work efficiency. On the other hand, high work motivation encourages employees to commit and contribute optimally in achieving organizational goals. Work motivation can be influenced by various factors, including rewards, work environment, and job satisfaction.

KSP Coblom Pamor, as one of the savings and loan cooperatives operating in the city of Denpasar, faces the same challenges in managing its human resources. In recent years, KSP Coblom Pamor has made various efforts to increase the competence and work motivation of its employees through training programs and providing incentives. However, the extent to which these efforts are successful in improving employee performance is still a question that needs to be answered.

Based on the background above, researchers are interested in conducting research on "The Influence of Competency Development and Work Motivation on Employee Performance" KSP Coblom Pamor".

1.1. Competency Development

According in Suziani, (2017), competence is defined as a fundamental characteristic possessed by a person, which is causally related to effective or superior performance in a job or situation.

In other words, competence includes characteristics that influence an individual's effectiveness in carrying out their work.

Meanwhile, according in Suziani, (2017), competency is defined as the abilities and characteristics possessed by a Civil Servant, which includes the knowledge, skills and behavioral attitudes required in carry out the duties of the position, thereby enabling the Civil Servants to carry out their duties professionally, effectively, and efficiently.

1.2. Work Motivation

Motivation is the drive that triggers someone to work, such as a large salary, supportive leaders, adequate work facilities, a comfortable work environment, pleasant co-workers, etc (Hasibuan & Silvya, 2019). Jufrizen (2017) states that motivation is one of the factors that influences human behavior. Motivation can be defined as a desire, support, or need that can make someone enthusiastic and motivated to reduce and fulfill their own urges, so that they can act in a certain way that will bring optimal results.

Mujiatun (2015) also explains that motivation is one of the factors that influences human behavior, which is also known as encouragement, desire, support, or need which can make a person enthusiastic and motivated to fulfill his own impulses, so that he can act in a certain way. to achieve optimal results. According to Daulay et al. (2017), motivation is a condition within a person that encourages him to carry out certain activities to achieve certain goals.

1.3. Employee Performance

Conceptually, performance refers to the work results achieved by someone within a certain period in accordance with predetermined work standards. The operational variable of employee performance is the work results obtained by an employee within a certain period based on predetermined work standards. According to Kaswan (2015: 156), performance is influenced by several factors, including motivation, work ethics, job design, coworkers, and support from the organization, such as training and development. Meanwhile, Ivancevich in June (2015: 270) stated that factors that influence performance include individual variables such as mental condition, experience, and background; psychological variables such as attitudes and behavior; as well as organizational variables such as job type and leadership style.

2. RESEARCH METHOD

This research is included in the research ex-post facto because the independent variables in this research have occurred or cannot be manipulated. It is classified as correlational research because the research carried out aims to determine the correlation between: (1) competency development (X1) with the performance of KSP Coblom Pamor employees (Y), (2) Work Motivation (X2) with the performance of KSP Coblom Pamor employees (Y), and (3) competency development (X1) and work motivation (X2), together with the performance of KSP Coblom Pamor (Y) employees.

This research also falls into the survey research category, because the data required in this research was collected using a questionnaire instrument developed by the researcher himself and through observation.

Independent variable (independent variable) in this research is competency development (X1) and work motivation (X2). The dependent variable (dependent variable) is the performance of KSP Coblom Pamor (Y) employees.

The population in this study were 12 employees of KSP Coblom Pamor. The sampling technique used in this research is a population study, namely using the entire population in this research with a total of 12 employees.

In simple terms, the relationship between the independent variable and the dependent variable can be described as a constellation of research problems, namely as follows.

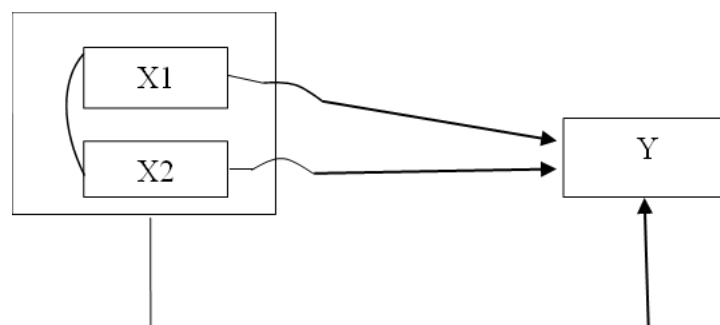


Figure 1. Research Variable Constellation

Information:

X1 = Competency development variable

X2 = Work motivation variable

Y = Employee performance variable

→ = Direction of influence.

In this research there are 3 (three) variables, namely competency development (X1) and work motivation (X2) as independent variables, and employee performance (Y) as the dependent variable. Furthermore, in terms of data collection, in this study data was collected through questionnaires distributed to 12 employees at KSP Coblong Pamor. The steps taken in data analysis are: (a) Formulating a null hypothesis; (b) Tabulating data; (c) Prepare work tables; (d) Substituting into the formula; (d) Data analysis; (e) Draw analytical conclusions.

3. RESULTS AND DISCUSSION

3.1. Result

3.1.1. The Effect of Competency Development on Employee Performance

Research data shows that competency development has a positive and significant influence on employee performance at KSP Coblong Pamor. Employees who have participated in competency development programs show improvements in various aspects of performance, such as productivity, quality of work, and the ability to complete tasks more effectively.

3.1.2. The Influence of Work Motivation on Employee Performance

The research results also indicate that work motivation has a positive and significant effect on employee performance. Employees with a high level of work motivation tend to show stronger commitment, enthusiasm in working, and initiative in completing work. Good motivation has been proven to be able to improve individual performance, which then has a positive impact on achieving organizational goals.

3.1.3. 3.The Simultaneous Effect of Competency Development and Work Motivation on Employee Performance

When analyzed simultaneously, competency development and work motivation both have a significant influence on employee performance. This shows that the combination of increased competence and appropriate work motivation is very important to achieve optimal performance. Both complement each other in influencing employee work effectiveness and efficiency.

Furthermore, the results of data analysis can be seen in the following description:

- Through prediction results with predictors of competency development (X1) and work motivation (X2) on employee performance (Y), the price F is obtainedreg equal to 8.45 With (N-m 1) in this case db = 9/2. With a significance level of 5% F valuetable of 5.14 This means that the regression line analyzed is significant to be used as a basis for prediction because it is between the criteria (Y) and the predictors (X1, X2) there is a significant relationship. Freg is greater than the F table value or $8.45 > 5.14$. So, the Null Hypothesis that was tested was rejected and the Alternative Hypothesis was accepted which shows that there is a significant relationship between training and communication on the work productivity of KSP Coblong Pamor employees.
- Relative Contribution (SR%) for each predictor, namely competency development (X1) = 61.15%, and work motivation (X2) = 38.85%. Meanwhile, the regression line is 38.49%, which consists of the

effective contribution of competency development predictors ($X1$) = 23.54%. And the effective contribution of predictors of work motivation ($X2$) = 14.95%. Meanwhile, the remaining 61.51% (100% - 38.49%) is influenced by other factors. Judging from the calculation above, the predictor of competency development ($X1$) has a more dominant influence on employee performance (Y) compared to the predictor of work motivation ($X2$).

3.2. Discussion

3.2.1. The Role of Competency Development

Competency development carried out by KSP Coblong Pamor through various training programs and development of technical and soft skills has been proven to have a positive impact on employee performance. This shows that when employees feel capable and confident in carrying out their tasks, they will tend to be more productive and high performing. Competency development also allows employees to keep up with the changes and dynamics of an increasingly complex work environment.

3.2.2. The Importance of Work Motivation

High work motivation among KSP Coblong Pamor employees has been proven to improve their performance. Motivation can be obtained from various factors such as incentives, rewards, recognition, and a positive work climate. Employees who feel valued and motivated by the organization tend to have higher engagement, stronger commitment, and better performance.

3.2.3. Interaction between Competence and Motivation

The research results show that competency development and work motivation are not independent factors, but are interrelated. When employees have adequate competence and feel motivated, they will tend to be more enthusiastic and make maximum effort to achieve performance targets. Conversely, a lack of competence or motivation may lead to reduced performance, even though one of the other factors may be positive.

3.2.4. Implications for HR Management

This research provides important implications for the management of KSP Coblong Pamor to focus on a holistic HR development strategy. Competency development programs need to be designed on an ongoing basis, tailored to the needs of the organization and employees, and accompanied by efforts to maintain and increase work motivation. Management also needs to create a supportive work environment, where employees feel valued and encouraged to continue to develop.

4. CONCLUSION

Based on the results of the analysis carried out by researchers, it can be concluded that:

- a. The Effect of Competency Development on Employee Performance, this research found that competency development has a positive and significant influence on employee performance. This shows that increasing employees' skills, knowledge, and abilities can effectively increase their productivity and work quality.
- b. The Influence of Work Motivation on Employee Performance, Work motivation also has a positive and significant influence on employee performance. Motivated employees tend to have higher commitment, better initiative, and are able to complete tasks more efficiently and effectively.
- c. Interaction of Competency Development and Work Motivation, the combination of competency development and work motivation simultaneously influences employee performance improvement. This emphasizes the importance of comprehensive human resource development, both in terms of improving skills and strengthening work motivation.

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