

**EMPLOYEE PERFORMANCE REVIEW OF COMPETENCE,
MOTIVATION, AND WORK DISCIPLINE AT
PT INDAH LOGISTIC SOLO BRANCH**

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Abstract : *Developments in the fast-paced economy and superior human resources are a separate value for a company. Companies must be able to improve and make plans and evaluate each other's performance so that the company develops and has the value of public trust through its resources. This study aims to determine the effect of competence, motivation, and work discipline on employee performance at PT. Indah Logistics Solo Branch. The research approach used is descriptive quantitative. Non-probability sampling was used in this study with a saturated sample method of 58 respondents. The analysis is multiple linear regression. The result is that competence has a positive and significant effect on employee performance with a $t\text{-value} = 1.676 > t\text{-table value} = 1.674$. Motivation has a positive and significant effect on employee performance with a value of $t\text{ count} = 1.789 > t\text{ table} = 1.674$ and discipline has a positive and significant effect on employee performance with a value of $t\text{ count} = 4.455 > t\text{ table} = 1.674$.*

Keywords: *Employee performance, competence, motivation, work discipline*

1. Introduction

Developments in the fast-paced economy and superior human resources are a separate value for a company. Moreover, entering the era of revolution 4.0, where almost all economic segments are experiencing developments in all fields that trigger competition between companies to survive each other. Companies must be able to improve and make plans and evaluate the performance of each existing human resource (Hidayat, 2021).

Companies must have their own tricks and strategies if they want to survive in the midst of dynamic economic growth. One of the company's tricks and strategies is to improve the performance of its employees. Affandi and Bahri (2020) state that performance is an important part for an employee. Performance appraisal is important for employees because employees feel that they are getting attention from their superiors, so that they can improve their competence and performance. If the employee is given an award in his work, then the employee is eager to develop his abilities. The better the ability of

employees, it will have an impact on companies that are moving fast and dynamically. The ability to work and individual interests and talents cannot be separated from the competencies that exist in the individual (Esthi and Marwah, 2020).

Competence as a benchmark for employees in predicting their success at work (Yuni, 2019). Employee competencies include knowledge, skills, and attitudes. These competencies must be in accordance with the parts that are needed by the company, so that superior and competitive employee performance is formed (Safety, 2021). The competencies that exist in employees can be used to form jobs (job designs) that are tailored to the functions, roles, targets and responsibilities that exist in a job.

The next factor is about motivation. Motivation comes from within the individual that can cause, channel, and support employee behavior, so that the employee has enthusiasm in working to achieve maximum results. No matter how good the plans that have been designed by the company's leadership, if employees lack motivation in themselves, then the company's goals will not be planned (Esthi and Marwah, 2020).

Next is work discipline. Work discipline has an important part in the company's performance factors. Siagian (2018) this work discipline is important to regulate the behavior and things that employees do to cooperate with fellow employees and with leaders. In addition, the discipline that is made must be firm with fair and reasonable rules to improve employee performance.

The results of initial observations at PT. Indah Logistic Solo Branch, which is located at Jalan Ahmad Yani No.79 Kartasura, was obtained by employees who did not carry out their work optimally. It can be seen that there are employees who arrive late or do not come to work one day or more without explanation, employees extend their rest periods, and leave prematurely. According to the HRD manager of PT. Indah Logistic Solo Branch based on employee monthly attendance shows that there are still undisciplined employees. In addition, there are still some employees who come from high school / vocational school graduates and have minimal work experience in the fields they occupy. Seeing this, researchers are interested in conducting research at PT. Indah Logistics Solo Branch.

2. Literature Review

Competence

Pianda (2018: 30) competence as a form of characteristics that form the basis of a person's work so that it can increase the effectiveness of individual performance as an individual causal relationship with work references set by the company. Superior and adequate competencies are needed for a company to be able to achieve its company goals. Hidayat (2021) competence consists of knowledge, character, and skills, which are an important part of a job that is

needed in carrying out the duties and obligations of an employee. The competency indicators used in this study include personal characteristics, self-concept, knowledge, and skills.

Motivation

Rahmawati et al (2020: 3) motivation is a condition that gives encouragement to individuals to act consciously. Motivation is also a feeling that encourages someone to carry out work or something that is in their power (Vanchapo, 2021: 8). Motivation as a source of enthusiasm and passion for work, so that employees work together, work correctly and effectively and are integrated so that the company's goals are achieved. Indicators of motivation according to the Hierarchy of Needs theory include physiology, sense of security, social sense, self-actualization, and appreciation.

Work Discipline

Kristanti and Pangastuti (2019: 1) state that an employee is said to be disciplined at work if criteria are met starting from attitudes, norms, and responsibilities. According to (Edy & Sutrisno, 2016: 186), discipline is an attitude of being willing and willing to obey and obey the rules made around him. If the discipline is good, then an employee will have good behavior at work, his performance will also increase so that the company's performance will increase. In addition, good work discipline will increase work efficiency as much as possible. Work discipline is divided into two, namely self-discipline and ordered discipline. Indicators of employee work discipline in Esthi and Marwah's research (2020) include attendance, obedience to rules, adherence to work standards, having an alert attitude, and being polite.

Employee Performance

According to Fauzi and Nugroho (2020: 2) performance is a form of one's work in the company where one works. Performance as a combination of actions with targets in accordance with company goals. Fatimah (2021: 4) performance is the result of employees as a whole during a certain period in carrying out their responsibilities. Performance embodiment of a combination of competence, enthusiasm, motivation and opportunity that can be given an assessment. In a performance carried out by employees, performance appraisal is important because it relates to determining individual participation in the form of responsibility for their work. The indicators used in this study according to Esthi and Marwah (2020) include effectiveness and efficiency, quality, quantity, timeliness, and independence.

3. Research Methods

A quantitative descriptive approach was used in this study. This research was conducted at PT. Indah Logistics Solo Branch. In this study, the sampling technique used was the non-probability sampling technique. The sample used is a saturated sample because all members of the population are used in this study. Arikunto (2015: 112), if the population is less than 100 people, then the entire population is used in the study, if the population is >100 people, taking 10-15% or 20-25% or more. So the population of 58 is taken all. So the sample in this study was 58 respondents from all employees of PT Indah Logistic Solo Branch.

4. Research Results And Discussion

Classic Assumption Test

Table 1.
Normality

	<i>Unstandardized Residual</i>	Description
N	58	
<i>Kolmogorov-Smirnov Z</i>	0,379	Normal
Asymp. Sig. (2-tailed)	0,999	distributed data

Source : 2022 data processing

It is known that the value (Asymp. Sig. (2tailed) is 0.999 ($0.999 > 0.05$) so that the data normally distributed. Next about the multicollinearity test.

Table 2.
Multicollinearity

Model	<i>Tolerance</i>	VIF	Description
Competence	0,824	1.214	Not multicollinearity
Motivation	0,573	1.745	Not multicollinearity
Work Discipline	0,634	1.578	Not multicollinearity

Source : 2022 data processing

Based on that, the tolerance value for the competence variable was 0.824, the tolerance value for the motivation variable was 0.573, the work discipline variable was 0.634, meaning that all variables had tolerance values > 0.10 and it is known that there is no variable with a VIF value > 10 . So, the regression model is not multicollinearity.

Table 3.
Heteroscedasticity

Model	Sig	Description
Competence	0,331	Not heteroscedasticity
Motivation	0,495	Not heteroscedasticity
Work Discipline	0,881	Not heteroscedasticity

Source : 2022 data processing

It is known that the probability value (Sig) of the competence variable is 0.331, motivation is 0.495 and work discipline is 0.881, which means the probability value (Sig) is > 0.05 . So, the regression model in this study is not heteroscedasticity.

Multiple Linear Analysis

Table 4.
Multiple Linear Regression Analysis

Variable	<i>Unstandardized Coefficients</i>	
	B	Std. Error
(Constant)	2,695	2,654
Competence	0,177	0,106
Motivation	0,178	0,100
Work Discipline	0,598	0,134

The regression equation is known:

$$Y = 2.695 + 0.177X_1 + 0.178X_2 + 0.598X_3$$

It can be explained as follows :

- It is known that 2,695 is a value (constant). If it is interpreted that the value of the independent variable (competence, motivation, and work discipline) is 0, then the dependent variable (employee performance) is 2.695.
- The value of the competence variable shows a B value with a positive value of 0.177. It means that for every increase of 1 in the competency variable, there is an increase in employee performance with a value of 0.177 as well as for every decrease in competence with a magnitude of 1 unit, there is a decrease in the value of employee performance of 0.177.
- The value of the motivation variable shows a positive B coefficient of 0.178. It means that an increase in motivation by one will cause employee performance to increase with a value of 0.178 and if motivation decreases by one unit, employee performance decreases by a value of 0.178.

- d. The value of the discipline variable shows a positive B coefficient of 0.598. This means that if discipline increases by one, employee performance increases by 0.598 and if discipline decreases by one, employee performance decreases by 0.598.

t test

The results of the t-test are presented in table 4. It is obtained for X1 (competence) the t-count value = 1.676. Using $\alpha = 0.05$ and $df = 58 - 4 - 1 = 53$, the value of t table = 1.674 is obtained. From these results, the value of t in the table < from the calculated t, it is concluded that H_a is accepted and H_o is rejected. So, the competency factor has a positive effect on employee performance.

Obtained for the variable X2 (motivation) the value of t count = 1.789. Using $\alpha = 0.05$ and $df = 58 - 4 - 1 = 53$, the value of t table = 1.674 is obtained. From these results, the value of t table < t count, it is concluded that H_a is accepted and H_o is rejected. So, the motivational factor is positive on employee performance.

Obtained variable X3 (discipline) the value of t count = 4.455. Using $\alpha = 0.05$ and $df = 58 - 4 - 1 = 53$, the value of t table = 1.674 is obtained. From these results, the value of t table < t count, it is concluded that H_a is accepted and H_o is rejected. So, the discipline factor has a positive effect on employee performance.

F test

Table 5.

Uji F

<i>Model</i>	<i>F</i>	<i>Sig.</i>	<i>Description</i>
Total Regression	21,983	,000	Received
Residual			

Source : Primary Data Processed in 2022

It is known that the calculated F value = 21.983 and F in the table obtained a value of 2.78 from $df_1 = 4 - 1 = 3$, $df_2 = 58 - 4 = 54$, and $\alpha = 5\%$. This means that if $t_{count} > t_{table}$, then H_o is rejected and H_a is accepted. It is stated that together there is an influence of competence, motivation, and work discipline on employee performance.

Coefficient of Determination Test (R^2)

Table 6.

Coefficient Determination

<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>
0,741^a	0,550	0,525

Source : 2022 data processing

Obtained a value (adjusted R^2) that is 0.550. That is, 55% of employee performance is influenced by the variables of competence, motivation, and work discipline, then 45% of employee performance is influenced by other things that are not part of the research.

5. Conclusion

Based on the results of the analysis, the conclusions are:

- a. Competence has a positive and significant influence on the quality of an employee's performance at PT. Indah Logistics Solo Branch.
- b. Motivation has a positive and significant influence on the quality of an employee's performance at PT. Indah Logistics Solo Branch.
- c. Work discipline has a positive and significant influence on the quality of an employee's performance at PT. Indah Logistics Solo Branch.

Suggestion

Suggested suggestion:

1. PT. Indah Logistik Solo branch is expected to encourage employees to increase their competence and motivation again, because when compared to work discipline this is still lacking. The goal is that the vision and mission of PT. Indah Logistik Solo branch is easy to reach and close to perfection.
2. Future research is expected to be able to develop other factor variables that have an influence on employee performance.

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