

**THE INFLUENCE OF WORK COMPETENCE AND WORK DISCIPLINE ON
EMPLOYEE PERFORMANCE IN ACEH ENERGY AND MINERAL
RESOURCES DEPARTMENT**

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Abstract: This study aims to analyze the influence of competence and work discipline on employee performance at the Aceh Energy and Mineral Resources Office. The sample size of this study was 58 employees. The results of the research on the partial test of competency variables affect employee performance at the Aceh Energy and Mineral Resources Office. Work Discipline affects the performance of employees at the Aceh Energy and Mineral Resources Office. Then the Simultaneous Test between competency and work discipline variables influences employee performance at the Aceh Energy and Mineral Resources Office. Partially, competence affects employee performance at the Aceh Energy and Mineral Resources Service with a value of t_{count} (2.395) greater than t_{table} (2.004). Partially, work discipline affects employee performance at the Aceh Energy and Mineral Resources Office with a value of t_{count} (3.557) more than the value of t_{table} (2.004). Simultaneously competence and work discipline affect employee performance at the Aceh Energy and Mineral Resources Office with a F_{count} (13.578) greater than F_{table} (3.168).

Keywords: Competence, work discipline, employee performance

1. Introduction

Geologically, Aceh Province has benefited from its position so that various natural resource potentials for the mining sector as well as abundant and diverse potential energy sources are stored therein. Some are non-renewable natural resources, for this reason the handling of the mining and energy sector must be carried out in an efficient manner by paying attention to mining procedures in accordance with applicable rules and regulations and with an eye on conservation and the environment, so that the potential for mining and energy can be utilized in a sustainable manner.

According to Yusuf (2015: 27) Human resource management is an activity of managing and optimizing self-potential contained in individuals in an organization to achieve ethically and socially defined goals that can be accounted for. Human resources are required to continuously be able to develop themselves in order to have high performance and achievements so that they are able to complete every task and responsibility carried out by employees, and can develop competence and work discipline that can improve employee performance to achieve company goals.

According to Afandi (2021: 83) performance is the result of work that can be achieved by a person or group of people in a company according to their respective authorities and

responsibilities in an effort to achieve company goals illegally, not violating the law and not contradicting morals and ethics.

Phenomena and problems with employee performance at the Aceh Energy and Mineral Resources Office from the results of the author's observation that currently strengths have not been utilized optimally, weaknesses have not been overcome, and opportunities have not been utilized. Such as the low level of management of mineral mining, the not yet optimal stipulation of drilling permits, excavation permits, usage permits, and groundwater exploitation permits. In addition, for activities that do not reach the target, the technical work activities are planned 2 times a year and are only carried out 1 time a year due to lack of fund efficiency. Renewable energy development activities which are physical works did not reach the target because the available supporting data was inadequate.

According to Wibowo (2014: 271) competence is an ability to carry out or perform a job or task that is based on skills and knowledge and is supported by the work attitude demanded by the job. Phenomenon and competence problems in the Aceh Energy and Mineral Resources Service from the results of the author's observation that currently what is happening is a lack of management of groundwater use and low geological survey data in Aceh. As well as the fact that Aceh's energy independence has not yet been realized, such as the supervision and monitoring of reports on oil and natural gas production from Aceh's jurisdiction. Other problems also arise from the incomplete regional general energy plan and the not optimal development of energy resources management activities, energy resources and energy in the regions.

In addition to requiring competence in work, an employee must also have work discipline in carrying out his work. According to Fahmi (2016: 65) Work discipline is the level of compliance and obedience to the rules that apply and is willing to accept sanctions and punishments if they violate the rules set out in the discipline.

Phenomenon and problems of work discipline at the Aceh Energy and Mineral Resources Service from the results of the author's observation that currently there are still many employees who are not disciplined in time, such as those who are not punctual when entering and leaving the office, and there are still many employees at the Department of Energy and Mineral Resources. Aceh Mineral Resources who are not disciplined in clothing, such as wearing clothes that are not in accordance with the rules set by the office.

2. Research Methods

This research is a causal relationship, namely the type of relationship that explains the influence of the independent variable on the dependent variable, namely the Effect of Competence and Work Discipline on Employee Performance at the Aceh Energy and Mineral Resources Service.

Table 1
Likert Scale

No	Answer Choices	Score
1	Strongly Disagree	1
2	Don't agree	2
3	Disagree	3
4	Agree	4
5	Strongly agree	5

Source: Sugiyono (2014)

This variable consists of 2, namely the Effect of Competence and Work Discipline on Employee Performance at the Aceh Energy and Mineral Resources Office. In this study the independent variables are competence and work discipline (X). While the dependent variable is Employee Performance (Y) with the estimation equation is: (Sugiyono, 2018).

From this equation, this research multiple linear regression equation is as follows: $Y = a + b_1X_1 + b_2X_2 + e$

Where:

Y = Employee Performance

X₁ = Competence

X₂ = Work discipline

a = Constant

b₁, b₂ = Regression coefficient

e = Error Term

3. Research Results

This research was carried out statistically, namely by using the Pearson product-moment coefficient of correlation test using SPSS assistance. Based on the output, all statements are declared valid because they have a significance level below 5%, whereas if it is done manually, the correlation value obtained for each statement must be compared with the critical product moment correlation value where the results show that all statements have a correlation value above the critical value of 5%.

Table 2
Validity Test Results

No	Question	Variable	Coefficient correlation	Critical value 5 % (N=58)	Information
1	A1	Employee Performance (Y)	0,520	0,266	Valid
2	A2		0,754	0,266	Valid
3	A3		0,793	0,266	Valid
4	B1	Competence (X ₁)	0,431	0,266	Valid
5	B2		0,527	0,266	Valid
6	B3		0,659	0,266	Valid
7	B4		0,577	0,266	Valid
8	B5		0,477	0,266	Valid
9	C1	Work discipline (X ₂)	0,489	0,266	Valid
10	C2		0,738	0,266	Valid
11	C3		0,787	0,266	Valid

Source: Data processed by SPSS version 26 (2022)

Based on the table above, it can be explained that all the variables used in this study are declared all valid, because they have the above correlation coefficients from the critical value of the product moment relation, which is equal to 0.266 so that all the questions contained in this research questionnaire, namely employee performance variables, competence and work discipline are stated valid for further in-depth research.

Reliability testing is carried out with internal consistency or the degree of accuracy of the answers. For this test SPSS version 26 was used.

Table 3
Research Variable Reliability Test (Alpha)

No	Variable	Statement Items	Alpha value	Reliability
1.	Employee Performance (Y)	A1-A3	0,822	Reliable
2.	Competence (X1)	B1-B5	0,760	Reliable
3.	Work discipline (X2)	C1-C3	0,808	Reliable

Source: Data processed by SPSS version 26 (2022)

The results of the reliability test can be seen from the Cronbach Alpha value, the value of good Cronbach Alpha reliability is closer to 1. "Reliability that is less than 0.6 is not good, while more than 0.6 is acceptable and reliability with Cronbach Alpha is 0.8 or above is good". From the results of the reliability test above, it can be seen that the reliability of the variable based on the reliability test of the instrument, it is known that the results of testing the variables on employee performance, competence, work discipline are reliable because they exceed 0.58.

The results of the data normality test can be seen in Figure 1 below. To test the normality of the data, in this study it will only be detected through graphic analysis resulting from regression considerations with SPSS version 26. Normal data is indicated by the distribution of dots around the diagonal line.

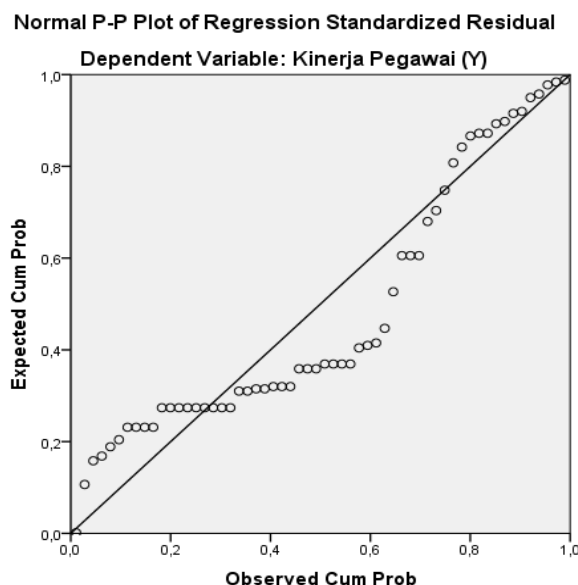


Figure 1
Normality Test Results

Normality Test Results

Based on this it can be concluded that the data used shows normal indications. From the analysis of the graph above, it can be seen that the dots spread around the diagonal line, and their distribution follows the direction of the diagonal line. "If the data spreads around the diagonal line and follows the direction of the diagonal line, then the regression model meets the assumptions of normality, and vice versa if the data spreads away from the diagonal line and/or does not follow the diagonal line, then the regression model does not meet the assumptions of normality." Then the regression model is feasible to use to predict customer loyalty based on independent variable input. The multicollinearity test in this study is to look at the Variance

Inflation Factor (VIF) value. The results of the multicollinearity test can be seen in the following table:

Table 4
Multicollinearity Test Results

Free Variables	Tolerance	VIF	Information
Competence	0,896	1,204	Non Multicollinearity
Work discipline	0,896	1,204	Non Multicollinearity

Source: Research Results, 2022 (Data processed)

Based on the table, it can be shown that there is not one independent variable that has a tolerance value of less than 0.10, meaning that there is no correlation between the independent variables. The results of calculating the Variance Inflation Factor (VIF) value also show the same thing. There is not one independent variable that has a VIF value of more than 10. So it can be concluded that there is no multicollinearity between independent variables in the regression model in this study.

The results of testing the heteroscedasticity of the data in this study used SPSS version 26 by observing the patterns found in the Scatterplot, where the results can be seen in Figure 2. Based on Figure 2 below, the heteroscedasticity test shows that the dots spread randomly, not forming a clear pattern. , and spread both above and below the number 0 on the Y axis. This means that there is no heteroscedasticity. The heteroscedasticity test aims to test whether in a regression there is an unequal variance of the residuals in one observation to another. If the variance of the residuals from one observation to another is fixed, then it is called homoscedasticity, and if the variances are different it is called heteroscedasticity. A good regression model is that there is no heteroscedasticity.

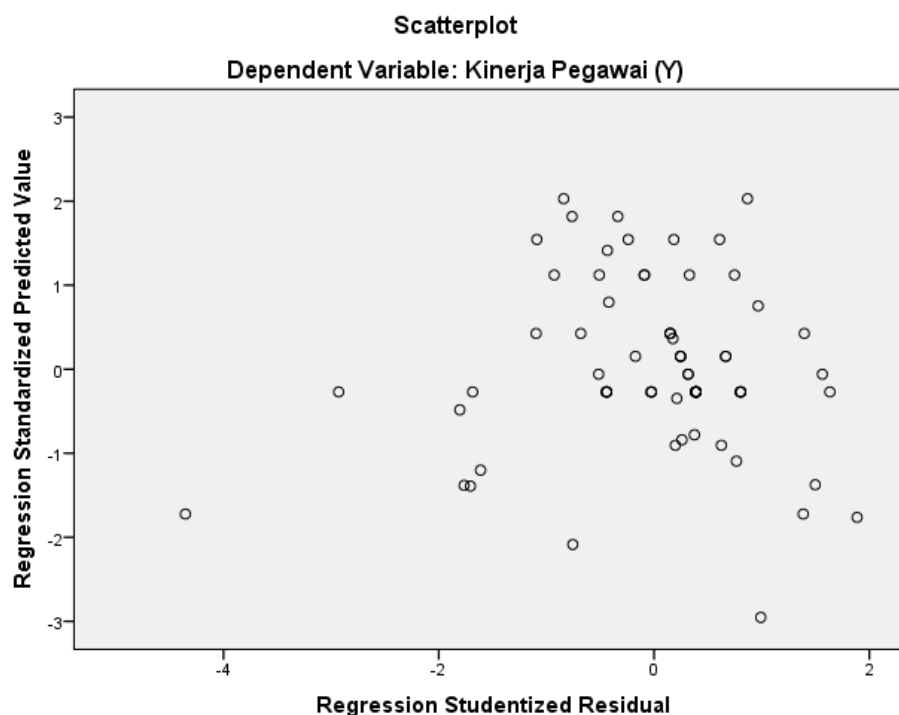


Figure 2
Heteroscedasticity Test Results

Heteroscedasticity Test Results

The figure above is a heteroscedasticity test where the dots spread randomly, do not form a clear pattern, and are spread both above and below the number 0 on the Y axis. This means that there is no heteroscedasticity. Regression analysis is to see the effect of competency variables (X₁) and work discipline (X₂) on employee performance (Y) at the Aceh Energy and Mineral Resources Office.

Table 5
The Effect of Independent Variables on Employee Performance

Variable Name	B	Standard Error	t _{count}	t _{table}	Sig.
Constant	2,654	0,740	3,586	2,004	0,000
Competence	0,256	0,107	2,395	2,004	0,020
Work discipline	0,338	0,095	3,557	2,004	0,000

Source: Research Results, Data processed by SPSS version 26 (2022)

Based on the results of computer output through the SPSS version 26 program as shown in the table above, the multiple regression equation is obtained as follows: $Y = 2,654 + 0,256X_1 + 0,338X_2 + e$

From the regression equation above, it can be seen that the results of the study are as follows:

1) Regression Coefficient (β)

- In the study the constant value was 2.654, meaning that if competence (X₁) and work discipline (X₂) were considered constant, then the performance of employees at the Aceh Energy and Mineral Resources Office was 2.654 rounded to 3 or it could be said to disagree.
- The competency variable regression coefficient is 0.256. This can be interpreted that each increase in the competency variable score by one unit on the Likert scale unit will be able to increase the employee performance score by 0.256. In other words, every 100% change in the competency variable will affect the performance of employees at the Aceh Energy and Mineral Resources Office by 25.6%.
- The regression coefficient of the work discipline variable is 0.338. This can be interpreted that each increase in the score of the work discipline variable by one unit on the Likert scale unit will be able to increase the employee performance score of 0.338. In other words, every 100% change in the work discipline variable will affect the performance of employees at the Aceh Energy and Mineral Resources Office by 33.8%.

2) Correlation Coefficient (R) and Determination

To find out how much a linear increase can be explained through the relationship between the variables (correlation). If all the values of these variables can fulfill an equation correctly, then it can be said that there is a perfect correlation in this analysis model. From the output of SPSS version 26, it can be seen the degree of relationship between the independent variable and the dependent variable, including:

Table 6
Summary models

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,839 ^a	0,715	0,683	0,38367

a. Predictors: (Constant), Work discipline (X₂), Competence (X₁)

Based on the results of the output of SPSS version 26 above, the correlation coefficient in the study obtained a value of 0.839 where with this value there is a relationship between the independent variable and the dependent variable which is 83.9%. This means that

competence (X_1) and work discipline (X_2) have a strong relationship to employee performance at the Aceh Energy and Mineral Resources Office.

Meanwhile the coefficient of determination obtained with a value of 0.683 means that 68.3% of changes in the dependent variable (employee performance at the Aceh Energy and Mineral Resources Service) can be explained by changes in competency factors (X_1) and work discipline (X_2). While the remaining 31.7% is explained by other factors outside the two variables examined in the study.

Partial Hypothesis Testing (t test)

To test the effect of competence and work discipline on employee performance at the Aceh Energy and Mineral Resources Office, the statistical t test (t test) was used. If the t_{count} value $>$ t_{table} value, then H_0 is rejected and H_a is accepted, conversely if the t_{count} value $<$ t_{table} value, then H_0 is accepted and H_a is rejected. The results of partial hypothesis testing can be seen in Table IV.10. Can know the value of t_{count} of each independent variable in this study. The t_{count} value of each independent variable will be compared with the t_{table} value using a 95% confidence interval or $\alpha = 0.05$. Partial test results can be seen in the following table.

Table 7
Partial Test Results

Variable Name	T_{count}	t_{table}	Sig.
Competence	2,395	2,004	0,020
Work discipline	3,557	2,004	0,000

Source: Research Results, Data processed by SPSS version 26 (2022)

1. Competency Variables (X_1)

The effect of competence (X_1) on employee performance variable (Y) partially can be seen in Table 7 where the t_{count} (2.395) is greater than t_{table} (2.004), so the decision is to accept H_a and reject H_0 . From the results of the partial significance test that competency has a significant and significant effect on employee performance at the Aceh Energy and Mineral Resources Office.

2. Work Discipline Variable (X_2)

The effect of work discipline on employee performance variable (Y) partially can be seen in Table 7 t_{count} value (3.557) is more than t_{table} value (2.004) t_{count} value $>$ t_{table} value, so the decision is to reject H_0 and accept H_a . From the results of the partial significance test that work discipline has a significant and significant effect on employee performance at the Aceh Energy and Mineral Resources Office.

Simultaneous Hypothesis Testing (Test F)

To test the effect of competence and work discipline simultaneously on employee performance at the Aceh Energy and Mineral Resources Office, the F statistic test (F test) was used. If the F_{count} value $>$ F_{table} value, then H_0 is rejected and H_a is accepted. Conversely, if the F_{count} value $<$ F_{table} value, then H_0 is accepted and H_a is rejected.

Table 8
Simultaneous Test Results

Model	Sum of Squares	df	Mean Square	F_{count}	F_{table}	Sig.
1 Regression	4,053	2	2,026	13,578	3,168	,000 ^a
Residual	8,096	55	,147			
Total	12,149	57				

- a. Dependent Variable: Employee Performance (Y)
- b. Predictors: (Constant), Work discipline (X2), Competence (X1)

Based on the calculation results, the F_{count} value is 13.578 with a significance of 0.000, while the F_{table} at the 95% confidence interval or $\alpha = 0.05$ is 3.168. By comparing the value of F_{count} with F_{table} , then F_{count} (13.578) is greater than F_{table} (3.168). The decision is to accept H_a and reject H_o , meaning that simultaneously the competency and work discipline variables have a very significant effect on employee performance at the Aceh Energy and Mineral Resources Service.

4. Conclusion and Suggestion

4.1. Conclusion

Based on the results of testing, processing and analysis of data that has been carried out regarding the influence of competence and work discipline on employee performance, the following conclusions can be drawn:

- a. Competence has a significant and significant effect on employee performance at the Aceh Energy and Mineral Resources Office with a t_{count} (2.395) greater than t_{table} (2.004).
- b. Work discipline has a positive and significant effect on employee performance at the Aceh Energy and Mineral Resources Office with a t_{count} (3.557) more than a t_{table} (2.004).
- c. Competence and work discipline simultaneously affect employee performance at the Aceh Energy and Mineral Resources Office with a F_{count} (13.578) greater than F_{table} (3.168)

4.2. Suggestion

- a. It is suggested to the Aceh Energy and Mineral Resources Office to improve employee competency, for example by providing opportunities for employees to develop creativity and provide job training in accordance with the employee's position.
- b. Work discipline has a good impact on employee performance, for this reason it is suggested to the Aceh Energy and Mineral Resources Office to increase employee discipline and it is suggested to employees to be responsible for all tasks given by the leadership.
- c. The results of this study can be used as a reference for subsequent research, namely regarding competence, work discipline and employee performance, then for further research to not only use competency, work discipline and employee performance variables but also other variables such as career development, emotional intelligence, and other.

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