

THE INFLUENCE OF COMPETENCE, TRAINING, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE SECRETARIAT OF THE DIRECTORATE GENERAL OF CAPTURE FISHERIES

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Abstract:

This study aims to analyze the influence of competence, job training and work discipline on the performance of Sekretariat Direktorat Jenderal Perikanan Tangkap employees. The analytical method uses in this study are descriptive analysis and inferential analysis. Data analysis of several tests are instrument testing, multiple linear regression analysis, model feasibility testing, hypothesis testing t test and using the Statistical Product and Service Solution (SPSS) version 26.0 program. The subject of this research is an employee at the Sekretariat Direktorat Jenderal Perikanan Tangkap with 71 employee respondents with the method of collecting data through questionnaires. The results of multiple linear regression analysis show that the variables of Competence, Training and Work Discipline have a positive and significant effect on employee performance, which is shown in the coefficients table in the regression equation model $Y = 0.150 X_1 + 0.420 X_2 + 0.466 X_3 + 4.157$. The results of the model's feasibility test are shown with a significant value of 0.000 which is shown in the ANOVA table, which means that the model in this study is feasible to use based on the significant value obtained. The conclusion from the results of the hypothesis with a partial t-test obtained a significant value on the competence variable of 0.044, while the training and work discipline variables have a significant value of 0.000. It can be partially concluded that the three independent variables have a significant influence on the dependent variable.

Keywords: Competence, Motivation, job training , work discipline and Employee Performance.

INTRODUCTION

The function of human resources for agencies is as a milestone to achieve their goals. High-capacity human resources are a determining factor for the success of the company. Human resource management has an important role in achieving better performance but with various policies that can match the mutual interests between agencies and employees (Pramularso, 2018).

Employees and agencies are two things that are interconnected with each other, employees occupy the main position in controlling agency activities. Through the performance improvement program, employees of each agency try to develop their agency through various ways that have

been compiled from the program. An agency must motivate and supervise so that its employees can develop all their competencies because to achieve the goals that have been set (Arianty, Bahagia, Lubis, & Siswadi, 2016).

Employee performance as a benchmark for agencies to assess capabilities, productivity, and provide useful information for human resources. An employee who shows how well he is performing will affect the performance results in the company whether it reaches the target or not. Professional human resources certainly encourage individual performance to be better so that their performance becomes more optimal. This agency must pay attention to factors that affect employee performance.

The results of a person's work in an agency are closely related to employee performance, the results of work can relate quantity, quality and on time. Therefore, employees must have and create work competencies which are the basic foundation of internal agencies that are interconnected in various elements that determine the activities of all employees to collaborate and work efficiently and effectively to achieve agency goals. Competence is an internal factor of a person to be able to complete a job based on the knowledge and skills possessed. In Law of the Republic of Indonesia No. 13 of 2003 concerning Manpower Article 1 paragraph 10 it is stated that "work competence is the work ability of each individual which includes aspects of knowledge, skills, and work attitudes in accordance with established standards".

Training is one of the important assets for an agency to change employee performance in order to achieve the success and growth of the agency. The training provided to employees can increase work motivation so that employees are more confident to work so that they can improve the achievement of individual performance. Training can also provide experience for an individual to improve his abilities and learn new skills, this is because in the company there will be work provisions that can change due to strategies, changes in the work environment, and so on.

According to Hamalik (2012: 10), training is a process that involves a series of planned actions carried out in the form of labor support, which are carried out by training professionals in time intervals, in order to expand the work competence of participants to increase effectiveness and productivity in an organization.

According to Bactiar Arifudin Husain in the journal (2018), work discipline is "a form of employee effort that seeks to improve and shape employee knowledge, attitudes and behavior so that employee behavior voluntarily tries to work cooperatively with other employees and improve work performance".

Work discipline is the attitude of employees in obeying work agreements or work mechanisms that have been set. This work discipline has very influential benefits both for the wishes of employees and for the organization. For employees, the existence of work discipline can complete their tasks with full responsibility or awareness and can improve their performance in order to achieve organizational goals. Therefore, with the existence of work discipline for the organization, it will bear the maintenance of order and smoothness in the implementation of work in order to obtain more optimal results.

The Ministry of Marine Affairs and Fisheries of the Republic of Indonesia (MMAF RI) is one of the ministries in the Indonesian government system that assists the president in regulating and

managing the sea and existing ecosystems. The Directorate General (Ditjen) of Capture Fisheries is one of the echelon 1 work units within the scope of work of the Ministry of Marine Affairs and Fisheries of the Republic of Indonesia. This work unit has the task of organizing the formulation and implementation of policies in the field of capture fisheries management. The Director who is the head of the Directorate General of Capture Fisheries will be assisted by a Secretary General (Sekjen). The Secretary General is assisted by several sections including the program section, personnel section, section (legal, organization and public relations) and section (finance and general).

The Directorate General of Capture Fisheries emphasizes that every employee has the ability in accordance with their field of work, but in reality not all employees have met these minimum competencies. To improve high performance, agencies must also create employees who are competent in carrying out duties professionally and responsibly.

Based on quantitative data from the sub-coordinator of the employee planning and development section, it can be seen that the percentage of employee performance in 2018-2020 has fluctuated. It is concluded that the performance of employees at the Secretariat of the Directorate General of Capture Fisheries can be said to be not optimal because it has not met the employee performance target of 100%. From this instability, it causes a problem that will occur in the Secretariat of the Directorate General of Capture Fisheries which is caused by the competence of employees is less optimized when compared to the educational background and specialization of employees, then in providing job training that needs to be improved. And the last is the attitude of work discipline that must be improved so that its performance gets optimal results.

The problems found at the Secretariat of the Directorate General of Capture Fisheries are things that must be considered again, so the author is interested in exploring in depth in order to provide solutions in overcoming company problems. However, the author's concentration to be investigated more deeply, namely the problem of competence, training, work discipline and employee performance. This is supported by Plamularso's research (2018) entitled "the effect of competence on the performance of CV Inaura Anugerah Jakarta employees" which concluded that competence has a positive and significant influence on the performance of CV Inaura Anugerah Jakarta employees.

Previous research by Sugiarti, Tuti Hartati, Hafniza Amir (2016) entitled "The Effect of Job Training on Employee Performance at PT Padma Ardya Aktuaria Jakarta" which concluded that the results of this study showed the effect of job training on employee performance.

In several studies conducted by researchers also presented by Bachtiar Arifudin Husain (2018) entitled "The influence of work discipline on employee performance (At PT. Bank Danamon Tbk Bintaro Branch)" which concluded that the results showed that work discipline had a positive and significant effect on employee performance.

Based on the description in the background of the problem, the problems that the author will propose in this study are as follows: 1) Does competence have an influence on employee performance at the Secretariat of the Directorate General of Capture Fisheries? 2) Does the training have an effect on employee performance at the Directorate General of Capture Fisheries Secretariat? 3) Whether work discipline has an influence on employee performance at the Secretariat of the Directorate General of Capture Fisheries?

The Influence of Competence, Training, and Work Discipline on Employee Performance at the Secretariat of the Directorate General of Capture Fisheries

The purpose of the study is to determine and analyze the effect of competence on employee performance at the Secretariat of the Directorate General of Capture Fisheries. To determine and analyze the effect of training on employee performance at the Secretariat of the Directorate General of Capture Fisheries. To find out and analyze the effect of work discipline on employee performance at the Secretariat of the Directorate General of Capture Fisheries. The benefits of this research are expected to be useful input and consideration for the Secretariat of the Directorate General of Capture Fisheries to improve employee performance by considering factors of competence, training and work discipline.

RESEARCH METHODS

The object in this study is Employee Performance which is influenced by Competence, Training and Work Discipline. This research was conducted at the Secretariat of the Directorate General of Capture Fisheries. The reason the researcher chose this object is as a source of data in this study and also to find out whether or not all existing research objects affect the performance of employees at the Secretariat of the Directorate General of Capture Fisheries.

Primary data or original data that has an up to date nature. To obtain primary data, researchers collected raw data using questionnaires sent to respondents. The respondents in this study were employees in the Secretariat of the Directorate General of Capture Fisheries. The secondary data in question is data arranged in the form of archives, but in general in the form of evidence, namely records and reports have been compiled in a structured manner in documents. Whether it's published or not. Secondary data in this study are profiles and performance data of employees of the Secretariat of the Directorate General of Capture Fisheries.

According to (Hardani et al., 2020) the classification of research data based on its nature / form is based on two categories: qualitative and quantitative. This study included quantitative data, using causal associatives. This quantitative approach is mainly concerned with the calculation of data to provide a strong quantitative interpretation. The data in this study was in the form of cross sectional collected by researchers as a result of distributing questionnaires to respondents. Neuman (2014) defines cross-sectional research as research that examines information regarding a case or event at a particular point in time.

Neuman (2014) defines population as a unit or combination of a group of people consisting of large units of a sample used by researchers in their research. In this study, the population includes all respondents, namely permanent employees at the Secretariat of the Directorate General of Capture Fisheries totaling 86 people.

Neuman (2014) defines a sample as a small part or subgroup that has been predetermined by researchers from a large unit or population. In line with this understanding, researchers use samples to generalize or assist researchers in representing the target population that has been determined by researchers, namely employees at the Secretariat of the Directorate General of Capture Fisheries. Furthermore, in terms of sampling techniques used is "Simple Random Sampling" Hardani, et al (2020) Simple Random Sampling is that every component of the entire population has the same chance to be selected. This means that each element is randomly selected from every other element regardless of the level present in that population.

Neuman (2014) explained that data analysis techniques are a cycle as an orderly process that functions to organize, integrate, and examine data through analyzing relationships between concepts used in research by generalizing research findings to identify topics more broadly. Data analysis is classified into 2 types, namely quantitative data analysis and qualitative data analysis (Neuman, 2014). Related to this, researchers using quantitative data analysis techniques are a method of analyzing data systematically, planned, and structured with processed data in the form of numbers (numeric). Furthermore, researchers use Software Statistical.Package for the Social Sciences (SPSS) version 26 in the interest of analyzing or processing data.

In this study, researchers used a data collection method using questionnaires. To determine this, researchers use the Likert scale to measure the level of respondents' approval of the statements given. The scale used is a scale of 1 to 5 which is then used to determine the results of the variables tested.

RESULTS AND DISCUSSION

A.Characteristics Responden

The profile data used in the research at the Secretariat of the Directorate General of Capture Fisheries consists of gender, age, education level, and length of work. For the purposes of data collection as material for analysis by considering the situation and conditions faced, a sample of 71 employees was taken, then the employees were given a questionnaire in the form of a google form.

1. Respondent's Gender

Based on research questionnaire data, it can be known the number and percentage of employees in the Secretariat of the Directorate General of Capture Fisheries with a gender classification of 17 employees with a percentage of 23% and female gender of 54 employees with a percentage of 76%.

2. Usia Respond

Based on the results of the research questionnaire data, it can be known the number and percentage of respondents of employees of the Ministry of Directorate General of Capture Fisheries aged 20-30 years as many as 65 employees with a percentage of 91%, aged 31-40 years 6 employees with a percentage of 8%.

3. Recent Education

Based on the results of the research questionnaire data, it can be known the number and percentage of the last education with a classification of SMA as many as 15 employees (21%), D3 as many as 21 employees (29%), S1 as many as 35 employees (49%). From the table, it is concluded that the most respondents are S1 education.

4. Long level of work

Based on the results of the research questionnaire data, it can be known the number and percentage of work time with the characteristics of respondents based on length of work, namely <5 years as many as 62 employees (87%), 5-10 years 7 employees (9%), 11-15 years 2 employees (2%). From the table above, it can be concluded that the most respondents are those who work < 5 years.

B. Complete Results of Research Estimates

1. Descriptive Analysis Method

Descriptive statistical tests were conducted to see whether the effect between competence, training and work discipline on the performance of employees of the Secretariat of the Directorate General of Capture Fisheries.

a. Competency (X1)

Obtained from the results of the distribution of questionnaires obtained the perception of respondents' answers to Competencies with a total mean of Competence of 4.07. The indicator with the largest total mean value is the level of conformity of work quality with a value of 4.45. And the indicator with the lowest total mean value is Skill development ability with a value of 3.77.

b. Training (X2)

Obtained from the results of the distribution of questionnaires obtained the perception of respondents' answers to Competencies with a total mean of Competence of 4.07. The indicator with the largest total mean value is the level of conformity of work quality with a value of 4.45. And the indicator with the lowest total mean value is Skill development ability with a value of 3.77. Obtained from the results of the distribution of questionnaires obtained the perception of respondents' answers to training with a total training mean of 4.26. The indicator with the largest Total Mean value is attitude and skill with a value of 4.34. And the indicator with the lowest total mean value is the training method with a value of 4.14.

c. Work Discipline (X3)

Obtained from the results of the distribution of questionnaires obtained the perception of respondents' answers to work discipline with a total mean of work discipline of 4.41. The indicator with the largest Total Mean value is obeying the rules of time with a value of 4.51. And the indicator with the lowest total mean value is Obey to other regulations with a value of 4.30.

d. Employee Performance (Y)

Obtained from the results of the distribution of questionnaires obtained the perception of respondents' answers to Employee Performance with a total mean of employee performance of 4.23. The indicator with the largest Total Mean value is quantity with a value of 4.27. And the indicator with the lowest total mean value is attitude with a value of 4.20.

2. Inferential Analysis

Neuman (2014) states that inferential statistical analysis is an advanced stage of descriptive statistics, that is, after researchers can describe the results of the study, then in this analysis, researchers can test hypotheses, test whether the sample is right for the population, and decide whether the average results can show that there is a relationship that really exists and not just by chance. In this context, researchers use inferential statistical analysis consisting of simple linear regression analysis. Here is the explanation:

a. Double linear regression analysis

Multiple linear regression analysis is carried out with the aim of discussing the extent of the influence of the independent variable (X) on the dependent variable (Y). Where the independent variables are competence (X1), Training (X2), and Work Discipline (X3) and the dependent variable is employee performance (Y). In calculating the regression coefficient in this study using the SPSS 26 program.

3. Test Instruments

a. Uji Validitas

In this study, validity tests were carried out on a sample of 71 respondent employees. The validity test is used to find out whether each question made in the form of a questionnaire is suitable for use or not. Proof of validity test is seen from the test which is carried out through a way that is by correlating between the value per individual statement with the total value of the variable. It can be concluded that all statement items totaling 38 statement items are said to be valid, because the calculated value in the corrected item total correlation column $<$ of the rtable is 0.2335.

b. Reliability Test

With the aim of seeing whether the tool to measure a data has a high level of accuracy and consistency. The SPSS program facilitates to measure reliability i.e. by using and viewing cronbach alpa(a). A data is declared reliable if the cronbach alpa score exceeds 0.6 so that the level of accuracy can be accepted Based on the results of table 4.11, it can be found from all results of Cronbach's Alpha all variables in this study that exceed the value of 0.6. This means that the instruments of all variables are good, and stable so that this research can be continued to the next stage.

4. Classical Assumption Test

a. Normality Test

The normality test is carried out with the aim of determining whether the distribution of the independent variable (X) with the dependent variable (Y) can be said to be normal or not (Ghazali, 2016: 154). In this study, the normality testing method was to use the Kolmogorov - Smirnov One sample test. Results from the K-S test. It can be measured through if the significance value $>$ 0.05 then it can be said to be normally distributed. That the results of the One simple Kolomogorov-smirnov test can be explained that overall the variables used in this study can be declared normally distributed. Due to the value of Asymp.sig. (2-tailed) of 0.85 $>$ level of signficance 0.05.

b. Multicollinearity Test

Used to determine whether there is a correlation in all independent variables. The results can be measured through if the tolerance value exceeds 0.1 or the VIF value is smaller than 5, then it is said that multicolonicity does not occur. Based on the table above, the tolerance value for each independent variable shows a tolerance value of $>$ 0.1, namely, the competency variable of 0.996, training of 0.630, and work discipline of 0.628.

Furthermore, when viewed from the VIF value for each independent variable in this study succeeded in smaller than 5, namely, on the variables of competence of 1,004, training of 1,587, and work discipline of 1,592. So the regression or model used in this study is said to be free of multicollinearity which means that this study is good and can have met the criteria of multiple linear regression tests.

c. Scatterplot Heteroscedasticity Test

Serves to measure whether there is a difference in variance and residual from one observation to another. One method to determine whether heteroscedasticity occurs or not is to look at the scatterplot graph on the predicted value of the bound variable (ZPRED) and its residual value (SRESID). The benchmark for decision making in this test is that if the points in the image obtained have a certain regular pattern, it can be said that heteroscedasticity occurs. But if it spreads without producing a pattern, then the model is said to have no heteroscedasticity.

d. Autocorrelation Test

Autocorrelation tests conducted in a study have the aim of seeing a regression model whether or not it is indicated into the problem of autocorrelation. A study can be said to be good if it is free from the problem of autocorrelation. One way to test it is to use the Durbin Watson test (D-W test). From table 4.15 there is a Durbin Watson value of 2.117 compared to the Durbin Watson value of the table that uses a significance level of 5% N which is 71, and the value (k) or the number of independent variables (X) which is three. So in Durbin Watson the table obtained the value $DL = 1.5205$ and $DU = 1.7015$. Because Durbin Watson's value of 2.117 is greater than (DU) according to the decision criteria, namely $(DU = 1.7015)$ and less than $4 - 1.7015 = 2.298$ ($4 - DU$). This can be concluded in accordance with the decision criteria that $DU < DW < 4 - DU$ ($1.7015 < 2.117 < 2.298$), so it can be said that in this study there was no autocorrelation.

5. Uji Model

a. Test Coefficient of Determination (R²)

The determinant coefficient (R²) is performed to indicate a model's ability to describe the variation of the independent variable. The output of the Model Summary in the SPSS program shows that there is an Adjusted R Square column with a coefficient of determination value $R^2 = 0.628$. This means that 62.8% of Employee Performance (Y) is influenced by Competency (X1), Training (X2), and Work Discipline (X3). While the remaining 37.2% was influenced by other variables or factors that were not analyzed in this study.

b. Test F

In this study, a model feasibility is needed using the f test, where data processing using the SPSS program will display the ANOVA output table as below. After seeing the table, researchers will find out whether this research model is feasible to be used in describing the influence that exists on independent variables against the dependent variable. Decision making uses hypothetical criteria, namely if the sig value < 0.1 then it is declared feasible to use.

In the ANOVA results, a calculated F value of 40.404 was obtained with a Sig value of 0.000. Based on these data, the value of sig. < 0.1 in this case, it was concluded that in this study the model was declared significant and feasible to be used in research, namely based on the sig value obtained that the three Independent variables (X) can explain any changes in the value of the dependent variable (Y) because it has a significant influence.

6. Uji Hypothesis

a. T Test

The T test is used with the aim of showing whether the significance of the influence of each individual or partially from the independent variable on the dependent variable in a study. Looking at the significance value of each variable X is a way to know that. Then it can be concluded that the results of the t test test are:

H1: testing the competency hypothesis on employee performance obtained a calculated t value of 2.048 > t table of 1.996 along with a signification level of 0.044 < 0.05 this means that competence has a positive and significant influence on employee performance variables of the Directorate General of Capture Fisheries Secretariat.

H2: testing the training hypothesis on employee performance obtained a calculated t value for training of 4.576 > t table of 1.996 along with a signification level of 0.000 < 0.05 this means that training has a positive and significant influence on employee performance variables of the Directorate General of Capture Fisheries

H3: hypothesis testing Work discipline on employee performance obtained t count of 5.068 > t table of 1.996) along with a level of significance of 0.000 < 0.05 this means that work discipline has a positive and significant influence on employee performance variables of the Directorate General of Capture Fisheries.

C. The Effect of Competency on the Performance of Employees of the Directorate General of Capture Fisheries Secretariat

Competence is a factor that drives a certain activity, therefore competence is often said to be a driving factor for individual behavior. The better the employee has, the better the employee's performance. Based on the results of this study, it shows that the application of competencies has a positive and significant effect on the Secretariat of the Directorate General of Capture Fisheries. The analysis is strengthened by the results obtained through several tests and the results of hypothesis testing based on the t test were obtained at 2.048 with a significance level below 0.05, which is 0.044.

This positive and significant influence shows that there is an influence on the competence experienced by employees and can affect the improvement of employee performance at the Secretariat of the Directorate General of Capture Fisheries. This is also proven by the value of the coefficient of 0.150. This means that the higher the competence of employees, the performance of employees working at the Secretariat of the Directorate General of Capture Fisheries will increase. Therefore, the variable (X1) proposed in this study can be accepted and supported by facts. To strengthen a research result, namely previous research in this variable conducted by Ade Muslimat

(2020) in his research proved that competence has a positive and significant effect on employee performance.

D. The effect of training on the performance of employees of the Secretariat of the Directorate General of Capture Fisheries

The results of this study are in line with the theory put forward by Rivai and Sagala in Sinambela (2016: 169) "training is a systematic process of changing employee behavior to achieve organizational goals, which are related to the expertise and ability of employees to carry out current work". Based on the results of this study, it shows that the implementation of training has a positive and significant effect on the performance of employees of the Secretariat of the Directorate General of Capture Fisheries.

The analysis was strengthened by the results obtained through several tests and the results of hypothesis testing based on the t test were obtained at 4.576 with a significance level below 0.05, which is 0.000. This positive and significant influence shows that conducive training will create good performance. This is because training is a concept that can be used as a suggestion to measure the conformity of the objectives of the agency and the resulting impact. This is also proven by the value of the coefficient of 0.420.

It can be explained that training has a role to improve employee performance, because with training, employees can work more optimally in accordance with their responsibilities. Therefore, the variable (X2) used in this study can be accepted and supported by facts. To strengthen a research result, namely previous research in this variable was conducted by Eli Yulianti (2015) in his research that training has a positive and significant effect on employee performance.

E. The Effect of Work Discipline on the Performance of Employees of the Secretariat of the Directorate General of Capture Fisheries

Work discipline can be interpreted as an important function in achieving agency goals because the more effective employee discipline, there will also be many work achievements produced by employees. Based on the results of this study, it shows that the application of work discipline has a positive and significant effect on the performance of employees of the Secretariat of the Directorate General of Capture Fisheries. The analysis was strengthened by the results obtained through several tests and the results of hypothesis testing based on the t test were obtained at 5.068 with a significance level below 0.05, which is 0.000.

This positive and significant influence shows that discipline in an agency is something that advances the agency through attitudes, character, and actions in accordance with predetermined regulations. Therefore, the variable (X3) used in this study can be agreed and supported by facts. There are other research results that can strengthen this research, namely previous research in this variable conducted by Bachtiar Arifudin (2018) in his research that good work discipline has a positive and significant effect on employee performance.

CONCLUSION

Based on all stages of research that have been carried out, the conclusion in this study is that competence has a positive and significant effect on the performance of employees of the Secretariat of the Directorate General of Capture Fisheries. The indicator with the largest value is found in the indicator The level of conformity of work quality. And the indicator with the lowest value is found in the Skill development ability indicator.

The implementation of training has a positive and significant effect on the performance of employees of the Secretariat of the Directorate General of Capture Fisheries. The indicators with the greatest value are found in attitude and skill indicators. And the indicator with the lowest value is found in the training method indicator. Work discipline has a positive and significant effect on the performance of employees of the Secretariat of the Directorate General of Capture Fisheries. The indicator with the greatest value is found in the indicator obeying the rules of time. And the indicator with the lowest value is found in Compliance with other rules.

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