

The Effect of Competence and Motivation on Employee Performance: A Short Review

Desi Susanti^{1*}, Vyka Nur Amalia²

^{1,2}Universitas Insan Pembangunan Indonesia, Indonesia

*Corresponding Email: desi.2susanti2002@gmail.com

Abstract – The purpose of writing this article is a narrative literature review of 3 (three) articles that discuss the effect of competence and motivation on employees, which aims to identify and summarize previously published articles without any criticism for the articles reviewed. The results of the review indicate that there is a significant influence between Competence and Motivation together on Employee Performance. The sampling technique uses saturated samples so that all members of the population are sampled in this study. The data collection technique used a questionnaire and the data analysis used was multiple regression analysis. The results showed that there was a positive and significant influence between competency and motivation variables on employee performance.

Keywords: Performance, Competence, Motivation

I. INTRODUCTION

An organization can develop inseparably from human resources (HR) which have an important role to improve employee performance and achieve organizational goals. One way to deal with increasingly fierce competition between organizations is to empower and explore the potential of human resources owned by employees of an organization. HR is used to increase the contribution made by employees in order to achieve organizational goals. This is emphasized by Sondang and Siagian (2008: 27) that, good human resource management, is shown to increase the contribution made by workers in the organization so that organizational goals are achieved.

Quality human resources are a supporting factor in determining the success of the company. In forming quality employees must be done from the beginning of recruitment, selection, clarification, and placement of employees in accordance with their expertise, abilities, skills, and career development. Companies can see quality human resources through the performance they produce.

Employee performance is an important concern for company leaders because employee performance will have an impact on organizational performance. Based on the results of previous research, there are various efforts that can be taken by company leaders as an effort to improve performance, one of which is to improve employee competence. Competence is the ability of individuals to carry out a job correctly and have excellence based on matters concerning knowledge, expertise, and attitudes, (Edison, Anwar, &; Komariyah, 2017).

II. RESEARCH METHOD

This article aims to identify and summarize articles that discuss the Effect of Competency and Motivation on Employees. The method used in this article is a narrative literature review which is one of the most common types of literature review used in research. This type of review aims to provide a comprehensive summary of previous research on the same topic and produce a good understanding of the topic.

Table 1. Journal articles reviewed

Author	Title	Source	Method	Sample	Technical
N.K.A Dwiyanti, K.K Heryanda, G.P.A (2019)	THE EFFECT OF WORK COMPETENCE AND MOTIVATION	Scholar	Quantitative causal	The sample in this study was all PD employees. BPR Bank Buleleng 45	The questionnaire, Document Recording, Interview, and Path Analysis.

	ON EMPLOYEE PERFORMANCE.				totaling 74 people.	
F.A Putri, S. Agung, T. Suharti, dan A. Kusumah (2021)	THE INFLUENCE OF COMPETENCE AND MOTIVATION ON EMPLOYEE PERFORMANCE.	Scholar	Quantitative and qualitative	The sample used amounted to 52 people from 60 populations who were employees of PT. Dwidaya World Wide.	Correlation analysis and regression analysis with T Test Count and Test F.	
Ayu Anjani (2019)	THE EFFECT OF WORK COMPETENCE AND MOTIVATION ON EMPLOYEE PERFORMANCE.	Scholar	Quantitative	The sample in this study is all employees of the marketing department of PT. Lambang Putra Perkasa Motor (LPPM) Cirebon City totaling 45 people.	The sampling technique used in this study is a saturated sampling technique. The saturated sample technique researchers use because of the relatively small population of under 100 people.	

Source: Research Results (2023).

III. RESULT AND DISCUSSION

The results of research from N.K.A. Dwiyanti, K.K. Heryanda, G.P.A. Jana (2019) show that the first research hypothesis is "there is an influence of work competence and motivation on employee performance in PD. BPR Bank Buleleng 45." Based on the results of research with the help of the SPSS 20.0 for windows application, the results of $R = 0.827$ were obtained, where the p-value for the F test of $0.00 < 0.05$ means simultaneously work competence and motivation affect performance, this means H_0 is rejected which means there is an influence of work competence and motivation on employee performance. The amount of influence of employee competence and motivation is influenced by work competence and motivation by 68.50% while the remaining 31.50% is influenced by other variables. The second research hypothesis is "there is an influence of competence on work motivation in PD. BPR Bank Buleleng 45." Based on the results of research with the help of the SPSS 20.0 for windows application, the result of $R = 0.706$ was obtained with a p-value for the F test of $0.000 < 0.05$. this means that H_0 is rejected and H_1 is accepted which means there is an effect of competence on work motivation in PD. BPR Bank Buleleng 45. The contribution of the influence of employee competence and work motivation is influenced by competence on work motivation by 49.80% while the remaining 50.20% is influenced by other variables. The third hypothesis is that "there is an effect of competence on employee performance in PD. BPR Bank Buleleng 45" obtained the result $R = 0.205$ with a p-value for the F test of $0.000 < 0.05$. this means that H_0 is rejected and H_1 is accepted which means there is an influence of competence on employee performance in PD. BPR Bank Buleleng 45. The amount of contribution of competency influence on employee performance is 11.70%. The fourth hypothesis in the study is "there is an effect of work motivation on employee performance in PD. BPR Bank Buleleng 45" obtained results $R = 0.423$ with a pvalue value for the F test of $0.000 < 0.05$. this means H_0 is rejected and H_1 is accepted which means there is an influence on employee performance in PD. BPR Bank Buleleng 45. The amount of contribution of motivation influence on employee performance is 36.20%.

The results of research from F.A. Putri, S. Agung, T. Suharti, and A. Kusumah (2021) show that in testing validity that all research variable items from the Competency variable (X1) have $r \text{ count} > r \text{ table}$, which is at a significant 5% and $n = 52$, for $df = 52 - 2 = 50$ obtained $r \text{ table} = 0.273$ meaning it is stated that all research variable items are valid, can be used as an instrument in research. validity testing that all research variable items from the Motivation variable (X2) have $r \text{ count} > r \text{ table}$, which is at a significant 5% and $n = 52$, obtained $r \text{ table} = 0.273$ so that it is stated that all research variable items are valid. It can be seen in the validity test that all research variable items from the Performance variable (Y) have $r \text{ count} > r \text{ table}$, which is at a significant 5% and $n = 52$, obtained $r \text{ table} = 0.273$ so that it is stated that all research variable items are valid. Respondents' perceptions on the Competency

variable (X1) in employees at PT. Dwidaya World Wide with Case Studies in Jakarta, Depok, Bogor amounted to 4.17 (on a scale of 1 – 5) at intervals (3.41 – 4.20) in the good category. The breakdown of respondents' assessment consisted of 22 respondents giving very good perception (SB), 29 respondents giving good perception (S), and 1 respondent giving medium perception (S). The results of this research analysis also show that competence has a positive and significant influence on employee performance. This proves that the increase in competence greatly affects employee performance. The test results in this study prove $t\text{-count} = 11.339 > t\text{-table} = 2.009$ then H_a is accepted and H_o is rejected, meaning there is a significant influence between Competence and Performance. The results of the research analysis also show that motivation has a positive and significant influence on employee performance. This proves that the provision of motivation greatly affects employee performance. The test results in this study prove $t\text{-count} = 7.660 > t\text{-table} = 2.009$ then H_a is accepted and H_o is rejected, meaning there is a significant influence between Motivation and Performance.

The results of research from Ayu Anjani (2019) show that based on the table of respondents' characteristics, it shows that the respondents who are the object of this study consist of men as many as 38 employees or 85% of the total respondents, while women as many as 7 employees or 15% of the total number of respondents. So it can be concluded that the majority of respondents in this study are men, based on age, the majority of respondents are aged 25-35 years, based on education level the majority of respondents have undergraduate education levels, and have a working period of 1-5 years. And based on the results of validity testing, it is known that the instruments in the competency variable are valid, the instruments in the motivation variable are valid and the instrument of the employee performance variable is valid, because it has a calculated r value greater than the table r , the entire r count value is greater than 0.294. Based on the results of reliability tests, it is known that the value of Cronbach's Alpha competency variable is 0.794, the value of Cronbach's Alpha variable motivation is 0.680, the value of Cronbach's Alpha employee performance variable is 0.854, this shows that all variables of the study are reliable because the value of Cronbach Alpha is above 0.6. Based on the value of the correlation coefficient of competency and motivation variables to employee performance is 0.680, this means that the degree of closeness of the relationship between competency and motivation variables on employee performance including in strong categories. The value of the coefficient of determination of competency and motivation variables on employee performance is 0.462, this means that the influence of competency and motivation variables on employee performance is 46%. Based on the Sig value of the competency variable is $0.00 < 0.05$, this means that there is a significant influence between competencies on performance, then it is known that the Sig value of the motivation variable is $0.00 < 0.05$, this means that there is a significant influence between motivation variables on employee performance. Based on the Sig value is $0.00 < 0.05$, so we can conclude that simultaneously there is a significant influence between competence and motivation on employee performance.

IV. CLOSING

A. Conclusion

N.K.A. Dwiyantri, K.K. Heryanda, G.P.A. Jana (2019) concluded that the results of statistical testing and hypotheses and discussion, several conclusions can be drawn as follows. (1) Work competence and motivation have a positive effect on employee performance in PD. BPR Bank Buleleng 45. (2) Competency has a positive effect on work motivation in PD. BPR Bank Buleleng 45. (3) Work motivation has a positive effect on employee performance in PD. BPR Bank Buleleng 45. (4) Competency has a positive effect on employee motivation in PD. BPR Bank Buleleng 45.

F.A. Putri, S. Agung, T. Suharti, and A. Kusumah (2021) concluded that the results showed that the correlation of Competency (X1) to Performance (Y) was $R = 0.849$ located in the interval (0.80 – 1.000) this shows that the relationship between the variables Competency (X1) and Performance (Y) is very strong and positive. With regression results $Y = 2.749 + 0.932 X1$ and Hypothesis Test $t\text{-count} = 11.339 > t\text{-table} = 2.009$, then H_o is rejected (H_a accepted), meaning there is a significant influence between Competency (X1) on Performance (Y). The results showed the correlation of Motivation (X2) to Performance (Y) was $R = 0.735$ located in the interval (0.60 – 0.799) this shows if the relationship between the variables Motivation (X2) and Performance (Y) is strong and positive. With regression results $Y = 17.379 + 0.705 X2$ and Hypothesis Test $t\text{-count} = 7.660 > t\text{-table} = 2.009$, then H_o is rejected (H_a accepted), meaning there is a significant influence between Motivation (X2) and Performance (Y). The results showed that the correlation of Competence (X1) and Motivation (X2) to Performance (Y) was $R = 0.853$ located in the interval (0.80 – 1.000), this shows that the relationship between variables X1 (Competence) and X2 (Motivation) to Y (Performance) is very strong and positive. With regression results $Y = 2.398 + 0.803 X1 + 0.139 X2$ and Hypothesis Test $F\text{ count} = 65.361 > F\text{ table} = 3.19$, then H_o is rejected (H_a accepted), meaning that there is a significant influence between competence and motivation together on performance.

Ayu Anjani (2019) concluded that the results of research and discussion, it can be concluded that: 1)

competence has a significant influence on performance, 2) motivation has a significant influence on performance, 3) competence and motivation can be used as predictors of up or turn performance.

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