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## The Influence of Competence and Motivation Work on Employee Performance at The Provincial Food Crops Service West Java

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**Abstract:** The Office of Food Crops of West Java Province as one of the Regional Government Organizations (OPD) of the West Java Province, which has the authority for the Management of Food Crop Agriculture. However, on the other hand, the obstacle is not achieving realization of the output produced is not in accordance with the plan that has been previously set. The low performance of employees of the Food Crop Service of West Java Province is allegedly due to low competence and motivation. The purpose of this study was to find out the effect of competence and work motivation on employee performance, both simultaneously and partially, and discussed descriptively. The method used is descriptive survey method and explanatory survey. The type of investigation in this study is causality. The unit of analysis of staff of the Food Crop Service in West Java Province with a sample (n) of 50 employees. Time horizon in this study is cross sectional and the analytical method used is frequency distribution and path analysis. The findings of this study are that employee competencies are generally assessed on good criteria; Work motivation given to employees is inadequate; employee performance has high and very high performance Work motivation and competency together influence the performance of the staff of the Food Crop Service in West Java Province. But partially dominant work motivation influences employee performance rather than competence.

**Keyword:** Competence, Work Motivation, Employee Performance

### INTRODUCTION

The current bureaucratic reform is developing a new paradigm in the implementation of government by accommodating three spirits in the implementation of government by accommodating three spirits of governance. The three spirits are: First, the spirit of good government, including by adhering to the principles of transparency, participation, and public accountability. principles of transparency, participation, and public accountability. Second, the spirit of Second, the spirit of regional autonomy, with its philosophy is to do the division of labor or affairs that become the authority of the region and encourage affairs that fall under regional authority and the encouragement to foster regional competitiveness. regional

competitiveness. Third, the spirit of community empowerment through setting up system or process that allows the community to have the ability to actively, constructively and responsibly.

The enactment of Law No. 32 of 2004 has brought about significant changes to the operation of government in the regions. Therefore, this government paradigm is decentralized, so that it is expected that development that is carried out grows and develops from the community, so that the results of development can be enjoyed by the community as a whole. The occurrence of various changes in government paradigms, is things that must be done in order to adapt to the tendency of various demands, especially the demands of public services to the government.

The Food Crops Service of West Java Province as one of the regional apparatus organizations (OPD) of the West Java Provincial Government seeks to improve the ability of its employees to carry out work processes in order to realize organizational goals through vision and mission comprehensively, effectively and efficiently organization through vision and mission comprehensively, effectively and efficiently. supported by as many as 763 employees who of course have a background in education background and rank / space classification that varies.

**Employee Performance Outcome Measurement Table**

| No | Measured age     | Measurement Results (%) | Target (%) | Standard (%) |
|----|------------------|-------------------------|------------|--------------|
| 1  | Work Performance | 66,72                   | 85         | 82           |
| 2  | Creativity       | 71,32                   | 85         | 81           |
| 3  | Honesty          | 71,43                   | 85         | 82           |
| 4  | Cooperation      | 71,35                   | 85         | 80           |
| 5  | Initiative       | 71,45                   | 85         | 81           |
| 6  | Leadership       | 84,60                   | 85         | 82           |
| 7  | Job Aspects      | 83,83                   | 85         | 81           |

Based on this table, it can be seen that of the seven indicators of employee performance measures of the Food Crops Service of West Java Province, only two indicators exceed the assessment standards, namely leadership and work aspects so that it can be said that employee performance itself still does not meet the specified performance standards. The decline in employee performance is caused by employees who lack competence in their fields and lack the spirit of competing / competing honestly and sportsmanship in upholding the ethics of pr.

The low performance of employees of the Food Crops Service of West Java Province is not only due to competency problems, but also due to work motivation problems.

In addition to competency issues, it is also suspected to be due to work motivation issues. Lack of motivation on the part of some employees to contribute to the achievement of goals is often encountered. achievement of goals is something that is often encountered. Gibson et al. Winardi (2002:28) explains that the performance of human resources generated by the process of coaching, development and generated by the process of coaching, developing and directing the workforce in an organization is influenced by work motivation of human resources.

in an organization is influenced by the work motivation of the human resources themselves, which is interpreted differently according to the place and direction of the workforce. which is interpreted differently according to the place and circumstances of each person.

Based on the description of the problem, the researcher is interested in research with the title: "The Effect of Competence and Motivation on Employee Performance at the Food Crops Service of the Province of on Employee Performance at the Food Crops Service of West Java Province West Java Province".

## METHOD

Given the nature of this research is descriptive and verification, then research methods used are descriptive survey method and explanatory survey method. As revealed in the identification of the research problem, that the The main problems studied are Competence (X1) and Work Motivation (X2) as independent variables and employee performance as the dependent variable (Y). as independent variables and employee performance as the dependent variable (Y). The sample size already represents the population so that research from the sample can describe the characteristics of the population. So in this study the population is all employees of the Food Crops Service of West Java Province as many as 176 people, by taking a sample of 50 people. Sources of data obtained by the author using the following techniques following: interview, observation, questionnaire, documentation. Analysis design and hypothesis testing: validity and reliability testing, data transformation, classical tests, path analysis and hypotheses.

## RESULTS AND DISCUSSION

### Summary of Employee Competency Variables of the Food Crops Service Office Food Crops of West Java Province, 2018 (n=50):

| No | Indicator   | Score | Description         |
|----|---|-------|---------------------|
| 1  | Application of knowledge, expertise and skills                | 204   | able to             |
| 2  | Ability to work because you want to self-actualize            | 191   | Right               |
| 3  | Responsive in responding to all situations                    | 197   | Response            |
| 4  | Responsive in responding to all information received received | 185   | quick response      |
| 5  | The prevailing value system                                   | 173   | good as required    |
| 6  | Ability and work skills possessed                             | 193   | as required         |
| 7  | Ability to complete tasks assigned supervisor                 | 190   | can be on time      |
| 8  | A sense of work responsibility for the tasks assigned         | 199   | large and optimized |
| 9  | Ability to achieve achievement targets                        | 195   | Able to             |
| 10 | Readiness to face challenges                                  | 211   | Very serious        |
| 11 | Views on quality of work issues                               | 213   | Very serious        |
|    | Total   | 2151  |                     |
|    | Average Score   | 195,5 |                     |

Based on the table and the score of employee competency variables above, it turns out that employee competence at the Food Crops Service of West Java Province is quite in accordance with the competencies possessed by employees in terms of motives, personal character, self-concept and knowledge according to employee responses. already at a good stage. Thus, employee competence is high, but there are several things that need to be considered, namely the value system that applies is sometimes ignored (lack of providing services). value system is sometimes ignored (less fast service) and less responsive in responding to all information received. responsive in responding to all information received.

### Summary of Employee Work Motivation Variables at the West Java Provincial Food Crops Service Food Crops of West Java Province, 2018 (n=50):

| No | Indicator   | Score | Description |
|----|---|-------|-------------|
| 1  | Motive to fulfill economic needs                                | 208   | fulfilled   |
| 2  | Motive the opportunity to develop and achieve personal progress | 211   | very easy   |

|    |  |       |                |
|----|--|-------|----------------|
| 3  | Motive to be recognized as a human being and as a tool to carry out work           | 211   | very easy      |
| 4  | Motive to channel / utilize abilities self   | 212   | very easy      |
| 5  | Expectations for a good leader   | 210   | very fulfilled |
| 6  | Expectation to get undifferentiated treatment                                      | 183   | fulfilled      |
| 7  | Expectations for safety and security job security                                  | 201   | fulfilled      |
| 8  | Expectation to be rewarded for achievement   | 220   | very fulfilled |
| 9  | Hope there is no fear of being fired from work                                     | 197   | fulfilled      |
| 10 | The suitability of the salary received is appropriate / in accordance with the job | 203   | as per         |
| 11 | Health insurance provided  | 169   | Inadequate     |
| 12 | Any type of allowance provided   | 206   | help           |
| 13 | Bonuses are always given for achievements or important events.                     | 165   | rarely         |
| 14 | Old-age/retirement security policy provided  | 184   | as per         |
|    | Total  | 2780  |                |
|    | Average Score  | 198,6 |                |

Based on the table and the weighted score of the employee work motivation variable above, that the work motivation of employees of the Food Crops Service of West Java Province at this time on average shows that it is in a fairly high state, in the sense that the current working conditions are sufficient to meet their needs in terms of motives, expectations and incentives so that they are sufficiently supportive of employee performance, but there are still some respondents who are less motivated in terms of the health insurance provided is not adequate and bonuses are rarely given, although there are employees who excel or there are important events. achievements or there are important events.

#### **Summary of employee performance variables at the West Java Provincial Food Crops Service Food Crops Service of West Java Province, 2018 (n=50).**

| No | Indicator  | Score | Description    |
|----|--|-------|----------------|
| 1  | The amount of work successfully performed/completed this year by employees | 175   | reached        |
| 2  | Time efficiency to do a job  | 181   | efficient      |
| 3  | Time availability to help coworkers  | 180   | Available      |
| 4  | Availability of time to innovate at work                                   | 168   | less available |
| 5  | Ketelitian dalam melaksanakan pekerjaan                                    | 175   | thorough       |
| 6  | Neatness of the results of the work carried out at this time               | 183   | neat           |
| 7  | Employee relationship with fellow employees / colleagues                   | 182   | Right          |
| 8  | Frequency of work equipment maintenance carried out Currently              | 162   | sometimes      |
| 9  | Discipline in doing work   | 188   | discipline     |
| 10 | Willing to work based on existing regulations                              | 206   | willing        |
| 11 | Punished if mistakes are made on the job                                   | 188   | willing        |
| 12 | Current work standards   | 194   | Find out       |
| 13 | How to measure performance   | 174   | Find out       |
| 14 | Dare to face the truth   | 208   | dare           |

Based on the table, it turns out that the employees of the Food Crops Service of West Java Province have high performance, even some employees have very high performance, but there are several things that need to be considered by the leadership regarding the lack of innovation in work, monotony, and the lack of time.

However, there are several things that need to be considered by the leadership regarding the lack of innovation in work, monotonous creativity, invisible innovation, and lack of innovation in creating competitive and comparative advantages in completing tasks and lack of cooperation with fellow coworkers.

The influence of competence and work motivation on employee performance Food Crops Service of West Java Province: The calculation results for multiple determination coefficients ( $R^2_{Y.X1, X2}$ ). The correlation coefficient ( $R_{Y.X1, X2}$ ), the coefficient of determination of other variables on Y ( $P^2_{Y \epsilon}$ ), and the path coefficient of other variables on Y ( $P_{Y \epsilon}$ ), are shown in detail:

|  |                    |       |
|--|--------------------|-------|
| Determinasi Multiple ( $R^2$ )             | $R^2_{Y.X1, X2}$ , | 0.519 |
| Koefisien Korelasi Multiple                | $R_{Y.X1, X2}$ ,   | 0.721 |
| Determinasi Var. Lain terhadap Y           | $P^2_{Y \epsilon}$ | 0.481 |
| Koefisien Jalur $X_2$ Var. Lain terhadap Y | $P_{Y \epsilon}$   | 0.694 |

meaning that the effect of variables  $X_1$ , and  $X_2$  together on the variable Y by 0.519 or 51.9% of variables  $X_1$ , and  $X_2$  together affect Y, and the remaining 0.481 or 48.1% is influenced by other variables that are not included in the study. not included in the study.

Simultaneous Testing Results  $X_1$  and  $X_2$  on Y: It can be seen that the Fcount value is 25.370 with a sig. Level of 0.00 is smaller than 0.05, so it can be concluded that the results of simultaneous testing are proven or significant, so that it can be continued on further analysis with partial testing.

Influence of Variables  $X_1$  and  $X_2$  to Y and Outside Influence Variables  $X_1$  and  $X_2$  : From the test results, it can be seen that competence and work motivation affect employee performance in the Food Crops Service of West Java Province, which is 51.9%, while the remaining 48.1% is influenced by other factors not examined by the author, namely work climate, commitment, work culture, work environment. However, when viewed partially, work motivation dominantly affects employee performance rather than competence.

**Direct and Indirect Effects of Competence on employee performance:**

| Interpretasi Analisis Jalur |                                    |           |      |
|-----------------------------|------------------------------------|-----------|------|
| Description                 |                                    | influence | %    |
| $X_1$                       | Direct effect to Y                 | 0.0992    | 9,2  |
|                             | Indirect effect through $X_2$ to Y | 0.0930    | 9,3  |
| amount                      |                                    | 0.1922    | 19,2 |

From the table above, it can be seen that the contribution of competence to employee performance directly amounted to 9.92% with a tcount coefficient of 2.465, while for the ttable value at the significance level  $\alpha (0.05) = 1.67$ , because the tcount > ttable, and indirectly through the work motivation variable of tcount > ttable value, as well as indirectly through the work motivation variable of 9.3%. While the contribution of competence to overall employee performance reaches 19.22%, it can be concluded that competence has a significant direct effect on employee performance, this empirical evidence provides an indication that in an effort to improve employee performance, it is necessary to improve competency factors, because

competency factors are closely related to improving employee performance. improving employee performance.

**Direct and Indirect Effects of Work Motivation on Employee Performance:**

| Interpretation of Path Analysis |                                 |           |       |
|---------------------------------|---------------------------------|-----------|-------|
| Description                     |                                 | Influence | %     |
| X <sub>2</sub>                  | Direct effect to Y              | 0.2343    | 23.43 |
|                                 | Indirect effect through X1 to Y | 0.0930    | 9,3   |
| Amount                          |                                 | 0.3273    | 32.73 |

From the table above, it can be seen that the contribution of work motivation to employee performance directly is 23.43% with a tcount coefficient of 3.790, while for the ttable value at the significance level  $\alpha (0.05) = 1.67$ , because the tcount > ttable, and indirectly through the competency variable of 9.3%. tcount > ttable, as well as indirectly through the competency variable by 9.3%. While the contribution of competence to overall employee performance reached 32.73%, it can be concluded that work motivation significantly has a direct effect on employee performance, this empirical evidence provides an indication that in an effort to improve employee performance, it is necessary to have work motivation. an indication that in an effort to improve employee performance, it is necessary to improve work motivation factors, because work motivation factors are closely related to employee performance. improvement of work motivation factors, because work motivation factors are closely related to improving employee performance.

**CONCLUSION**

Based on the results of research that has been conducted to determine the effect of competence and work motivation on employee performance at the West Java Provincial Food Crops Service, conclusions can be drawn. Food Crops Service of West Java Province, the following conclusions can be drawn the following: 1) The competence of employees at the Food Crops Service of West Java Province is generally assessed as adequate in accordance with the competencies possessed by employees. generally considered quite in accordance with the competencies possessed by employees in terms of motives, personal character, self-concept and knowledge. 2) Work motivation of employees of the Food Crops Service of West Java Province at the moment on average shows that it is in a fairly high state, in the sense that the current working conditions are sufficient to meet their needs in terms of motives, expectations, and incentives. their needs in terms of motive, expectation and incentive so that they are sufficiently supportive of employee performance. (incentive) so that it is quite supportive of employee performance, However, there are still some respondents who are less motivated in terms of health insurance provided. health insurance provided is less adequate and bonuses are rarely given, although there are employees who excel or there are important events. 3) Employees of the Food Crops Service of West Java Province have high performance, even

Some employees have very high performance. Some employees even have very high performance, but there are some things that need to be considered by the leadership regarding the monotony of the work. there are several things that need to be considered by the leadership regarding monotony, creativity creativity, invisible innovation, and lack of innovation in creating competitive and comparative advantages in solving the creating competitive and comparative advantages in completing tasks and lack of cooperation with fellow coworkers tasks and lack of cooperation with fellow coworkers to to get the job done and the frequency of maintenance of work equipment that is implemented at this time is very lacking according to employee responses already at a good stage. Thus Thus, employee competence is high, but

there are some things that need to be considered, namely the prevailing value system is sometimes ignored. There are some things that need to be considered, namely the applicable value system is sometimes ignored (less provide fast service) and are less responsive in responding to all information received, so the all information received, then the Food Crops Service should improve the competence of its employees.

West Java Province should improve the competence of its employees both through education, skills and training. 4) Competence and work motivation simultaneously affect employee performance at the Food Crops Service of West Java Province and the effect is positive. However, partially, work motivation dominantly affects employee performance employee performance than competence. And partially, the effect of competence and work motivation on performance is as follows: a) Competence has a positive and significant effect on employee performance, so that if the competence of employees is in accordance with competence, then employee performance will also increase. b) Work motivation has a positive and significant effect on employee performance so that the higher the employee's work motivation, the higher the performance. will be higher too.

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