THE ROLE OF COMPETENCE ON THE PERFORMANCE OF PUBLIC WORKS AND SPATIAL PLANNING OFFICERS IN MIMIKA REGENCY, PAPUA

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Abstract: All employees in an organization or company are required to have good performance, but in reality not all employees in a company have good performance. There are several competency factors that can affect employee performance, namely knowledge, skills, and attitudes, performance. The purpose of this study was to analyze the effect of knowledge, skills, attitudes on performance on the employees of the Department of Public Works and Spatial Planning, Mimika Regency, Papua Province. This type of research is causal research with a quantitative approach. The population in this study were 85 employees of the Department of Public Works and Spatial Planning, Mimika Regency, Papua Province. The data analysis technique used is multiple linear regression analysis. The results of hypothesis testing for the skill variable obtained a sig value of 0.018 <0.05, the knowledge variable obtained a sig value of 0.000 <0.05 and the attitude variable obtained a sig value of 0.033 <0.05. The conclusion of this study provides important information on (1) Skills have a significant and positive effect on performance. (2) Knowledge has a significant and positive effect on performance. (3) Attitude has a significant and positive effect on performance.

Keywords: Skill, Knowledge, Attitude, Performance

1. Introduction

Human resources are openness in the fragments of an agency, and Human resources form an excellent foundation for a company's success. Organization is one of the institutional ways to carry out administrative activities, including framework, coordination, and teaching. In this case, the agency wants to examine the quality of human resources and improve the role of a person who is abundant in incompetence to encourage the building's performance in the future. Sedarmayanti (2017: 26) states that Performance is a system used to assess and find out whether an employee has carried out his work as a whole or is a combination of work results (what one must achieve) and competence (how one achieves it). In other words, if employees carry out their duties following their job descriptions, they will have good Performance, which will ultimately support the achievement of organizational goals in which they work (Sihombing & Sitanggang, 2019). All employees in an organization or company are required to have good Performances, but not all employees have good Performances.

The results of the initial observations of researchers show that there is a lack of employee's competence on Public Works and Spatial Planning Papua. Competence is a combination of Knowledge, skills, and attitudes reflected in the habits of thinking and acting (Mulyasa, 2013).

The first survey showed limited skills and knowledge and employee errors in completing the tasks they were doing at work and their bad Attitude at work. This affects employees less than optimally when their job performance is low. There needs to be encouragement from the company to employees to trigger an increase in employee performance.

Several factors can affect employee performance, one of which is Knowledge. According to Ha et al. In Ferdian & Devita (2020), knowledge is the main resource for strategic competition. Given the importance of Knowledge, companies are encouraged to develop their ability to manage Knowledge, making them more competitive and innovative. The research results of Untari et al. (2018) demonstrate that knowledge significantly affects performance.

In addition, other factors that can affect Performance are skills. According to Robbins & Judge (2017: 46), skills are the ability to work by understanding and motivating others, both in individuals and groups. Skills can be acquired from Knowledge and practice put in place to do a good job. The research results by Adika et al. (2020) prove that skills significantly affect performance.

However, Knowledge and skills alone are not enough to equip employees to achieve high productivity. Attitude is also considered an essential factor in improving Performance. ByAccording to Gitosudarmo and Sudita of Kandou et al. (2016), work attitudes/behaviors are attitudes of the regularity of one's feelings and thoughts and the tendency to act on aspects of the environment. No matter how high the Knowledge and skills generated from the learning process, it will not be meaningful when employees do not have a good attitude. Hence employee attitudes are also essential to be considered by the company. According to Robbins & Judge (2017: 43), attitudes are evaluative statements, either pleasant or unpleasant, about objects, people, or events. They reflect how we feel about something.

Based on the description of the background above, it can be seen that Skills, Knowledge, and Attitudes are essential factors that need to be considered in improving the Performance of Public Works and Spatial Planning employees of Mimika Regency, Papua Province. Thus, this study aimed to analyze the effect of Knowledge, skills, and attitudes on the Performance of Public Works and Spatial Planning employees of Mimika Regency, Papua Province. So, let us hope that the results of this study can prove the role of Skills, Knowledge, and Attitudes in improving Performance.

2. Literature Review

Competence

According to Wibowo (2017), competence is an ability to carry out or perform a job or task based on skills and Knowledge and is supported by the work attitude required by the job. Therefore, competencies indicate that skills or knowledge characterized by professionalism in a particular field are paramount and are superior. Competence or competency is the ability to carry out a task/job based on Knowledge, skills, and attitudes according to the field of work. Competence is a combination of Knowledge, skills, and attitudes reflected in the habits of thinking and acting (Mulyasa, 2013).

Skill

Skills are the capacities needed to carry out tasks that develop from training and experience (Haji et al., 2021). Skills are task-related behaviors, which can be mastered through learning and improved through training and helping others. According to Yusuf (2019), skills are the ability to use reason, thoughts, ideas, and creativity in doing, changing, or making something more meaningful to produce value from work.

Knowledge

According to Sutrisno (2014: 207), knowledge is information that a person has for a particular field. Knowledge is a complex competency and fundamental in shaping one's actions (overt behavior). Bagia (2015: 27) argues that knowledge is information that has a meaning that a person has in a particular field of study. Knowledge is an essential factor for organizations to develop their capabilities and competitiveness to use human resources.

Attitude

Attitude is a way of placing or carrying oneself or a way of feeling, thinking, and behaving. Hakim (2010) also explained that Attitude is a complex mental condition that involves beliefs and feelings and a disposition to act in a certain way. Hakim (2010) states that Attitude is a mental and neural condition obtained from experience, which directly and dynamically affects an individual's response to all objects and related situations..

Performance

Performance comes from job performance or actual performance (job achievement or what someone actually achieves) (Mangkunegara, 2014: 67). Performance is what employees do or do not do. Employee performance typical for most jobs includes the number of results, quality of results, timeliness of results, attendance, ability to work together (Mathis and Jackson, 2012: 75).

Previous Research

(1) The research results of Haji et al. (2021) prove that Knowledge Management has a positive effect on employee performance, and skills positively affect employee performance. Attitude has a positive impact on employee performance at PT Sun Life Syariah Jakarta. (2) Research by Kandou et al. (2016) proves that knowledge management, skills, and attitudes have a significant and positive influence on employee performance. (3) Research by Mayasari & Tridayanti (2019) proves that work skills, work attitudes, and work knowledge significantly affect employee performance. (4) Untari, et al. (2018) demonstrate that attitudes, knowledge, and skills simultaneously and partially influence hotel performance.
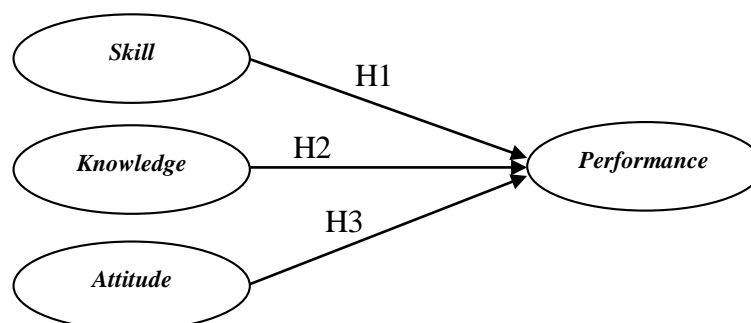
Conceptual Framework

Figure 1. Conceptual Framework
Source: Author (2022)

Hypothesis Development

1. The Effect of Skills on Performance
   Skills are seen as something important in improving one's performance. Good skills will be practiced through performance in relation to individual human resources. Skills are the

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capacity needed to carry out a series of tasks that develop from training and experience. Skill is the ability to work with understanding and motivating others, both in individuals and groups. Skills can be obtained from Knowledge and practice done to do a good job (Robbins & Judge, 2017:46).

Research by Adika et al. (2020), Mayasari & Tridayanti (2019), Untari et al. (2018) proved that skills have a significant effect on Performance. Kandou et al. (2016), Haji et al. (2021) prove that skills have a significant and positive effect on employee performance. If skills or knowledge increase, employee performance will increase.

H1: There is a significant effect of skills on Performance

2. The Effect of Knowledge on Performance

Knowledge has an essential role in improving a person's Performance, where someone with better Knowledge will increasingly improve his performance. Ha, et al. in Ferdian & Devita (2020) said that Knowledge had been seen as a critical competitive strategic resource, so companies are encouraged to develop their ability to manage Knowledge that will move them to become more competitive and innovative Performance.

Research Untari, et al. (2018), Mayasari and Tridayanti (2019), Untari et al. (2018) prove that Knowledge has a significant effect on Performance. Haji et al. (2021), Kandou et al. (2016) demonstrate that knowledge positively impacts employee performance. If knowledge management improves, employee performance will increase. An employee who has a good level of Knowledge can be sure that the employee will produce good Performances, and vice versa.

H2: There is a significant effect of Knowledge on Performance

3. The Effect of Attitude on Performance

Work attitude also has a role in implementing employee performance because work attitude tends to think and feel satisfied or dissatisfied with the work environment or the work itself. An employee who has satisfaction in his work will be honest, not arbitrary, and help in his company's progress. Someone who has a good work attitude will obey the regulations in the company environment and create a sense of discipline in doing his job. Finally, employees with good work attitudes will also perform well.

According to Gitosudarmo and Sudita of Kandou et al. (2016), work attitudes/behaviors are an attitude of the regularity of one's feelings and thoughts and the tendency to act on aspects of the environment. No matter how high the Knowledge and skills generated from the learning process, it will not be meaningful when the employee does not have a good attitude. Hence, the attitude of the employee is also critical to be considered by the company.

Haji et al. (2021), Kandou et al. (2016), Mayasari and Tridayanti (2019), Adika et al. (2020) and Untari et al. (2018) prove that Attitude has a positive effect on employee performance at PT Sun Life Syariah Jakarta. This fact means that if the Attitude or Attitude among fellow employees is good or increases, the employee's performance will increase (Haji et al., 2021).

H3: There is a significant effect of Attitude on Performance.

3. Method

Types of research

This type of research is causal research. Causal research is research conducted to test whether one or more variables cause changes in other variables (Sekaran & Bougie, 2016). To get the results of the relationship between the two, this study uses quantitative methods. According to (Creswell & Creswell 2017), quantitative research requires researchers to explain how

variables affect other variables.

Population and Sample

The population in this study is the area that researchers want to research. The population is the group of people, events, or things the researcher wants to investigate (Sekaran & Bougie, 2016). The population in this study was 85 employees of Public Works and Spatial Planning of Mimika Regency, Papua Province.

Sample according to Sekaran & Bougie (2016), the sample is a part of the population. It consists of several members selected from the population. In other words, some, but not all, of the sample population elements. The sampling technique in this study is a saturated technique used when all members of the population are used as samples. The sample used in this study is 85 employees of Public Works and Spatial Planning Papua.

Variables and Variable, Operational Definitions

The independent variable or independent variable affects or is the cause of changes or the emergence of the dependent variable (dependent). The independent variables in this study are Skills, Knowledge, and Attitudes, with A description of each measurement follows:

1. Skill in this study were measured using several metrics from the Leighbody in Akhmas by Untari et al. (2018), namely: Ability to use tools and work attitude, Ability to analyze a job and arrange the work order, Speed of doing tasks, Capability to read images and symbols, Compatibility of predetermined shapes and sizes.
2. Knowledge in this study was measured using several indicators referring to Suhartini's (2015) research, namely: Understanding of the scope of tasks/jobs, Understanding of the procedure for carrying out tasks/jobs, Understanding of how to carry out tasks/work, Appreciation of duty/work responsibilities, Understand the challenges in performing tasks/jobs, Changes in knowledge possessed and applicability of knowledge in performing tasks.
3. Attitude in this study were measured using several indicators referring to Dea & Pritania (2018), namely: Self Attitude, Leader's, Attitude, Coworkers' Attitude.
4. The dependent variable is the variable that is influenced or which is the result of the independent variable. The dependent variable in this study is Performance. Performance in this study was measured by several indicators referring to Mathis et al. (2016:113), namely: Quantity of work, Quality of work, Time use, Cooperation.

Data Analysis Technique

Tests in this study using multiple regression analysis. Multiple regression analysis is used to analyze how much influence the independent variable has on the dependent variable. Multiple regression statistical tests were performed using the following models:model:

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \varepsilon$$

Where :

Y	:	Performance
α	:	Constant
X_1	:	Skill
X_2	:	Knowledge
X_3	:	Attitude
β_1 β_2 β_3	:	Regression Coefficient
ε	:	Error.

4. Result and Discussion

1. Instrument Test
   a) Validity test
   The validity test for the variables of Skill, Knowledge, and Attitude towards Performance uses the Corrected Item Total Correlation statistical test. The criteria are valid if the sig value is less than 0,05 (Ghozali, 2016).

Table 1. Validity Test

Variable	Statement	r_{count}	Sig	Conclusion
Skill (X_1)	$X_{1.1}$	0,658	0,000	Valid
	$X_{1.2}$	0,671	0,000	Valid
	$X_{1.3}$	0,754	0,000	Valid
	$X_{1.4}$	0,641	0,000	Valid
	$X_{1.5}$	0,372	0,000	Valid
Knowledge (X_2)	$X_{2.1}$	0,772	0,000	Valid
	$X_{2.2}$	0,668	0,000	Valid
	$X_{2.3}$	0,798	0,000	Valid
	$X_{2.4}$	0,793	0,000	Valid
	$X_{2.5}$	0,659	0,000	Valid
	$X_{2.6}$	0,618	0,000	Valid
Attitude (X_3)	$X_{3.1}$	0,827	0,000	Valid
	$X_{3.2}$	0,842	0,000	Valid
	$X_{3.3}$	0,770	0,000	Valid
Performance (Y)	Y_1	0,851	0,000	Valid
	Y_2	0,876	0,000	Valid
	Y_3	0,877	0,000	Valid
	Y_4	0,877	0,000	Valid

Source: Author (2022)

In table 1, it is known that each indicator in the variables of Skills (X_1), Knowledge (X_2), Attitude (X_3), and Performance (Y) has a sig value less than 0.05, so that each indicator used in skills (X_1), knowledge (X_2), attitude (X_3) and performance (Y) is declared valid.

   b) Reliability Test
   The construct reliability test was carried out to measure whether the construct was reliable or not (Ghozali, 2016). It is said to be reliable if the Cronbach Alpha > 0.6. Here are the results of reliability testing:

Table 2. Reliability Test

Variable	Cronbach Alpha	Alpha	Conclusion
Skill (X_1)	0,607	0,6	Reliabel
Knowledge (X_2)	0,802	0,6	Reliabel
Attitude (X_3)	0,744	0,6	Reliabel
Performance (Y)	0,891	0,6	Reliabel

Source: Author (2022)

Based on Table 2 that shows that testing the reliability of all indicators from the independent and dependent variables shows reliability. Cronbach's Alpha values are all greater than 0.6, so it is said that all indicators are reliable.

2. Data Analysis
   a) Multiple Linear Regression Analysis
   Based on the results of the calculation of data processing with the help of a computer program, SPSS for Windows, the multiple linear regression equation is obtained in Table 3.

Table 3. Multiple Linear Regression Analysis Results

Variable	B	Std.Error
(Constant)	-0,135	0,243
Skill (X_1)	0,272	0,113
Knowledge (X_2)	0,655	0,121
Attitude (X_3)	0,211	0,097

Source: Author (2022)

Based on the results of the above calculations, a significant multiple linear regression equation was obtained as follows:

$$Y = -0,135 + 0,272 X1 + 0,655 X2 + 0,211 X2 + ... e$$

Where:
Y   : Performance
X_1 : Skill
X_2 : Knowlegde
X_3 : Attitude

From the results of the SPSS 24 calculation above, it can be concluded as follows:
1. The Skills variable has a value of 0.272, which means that if the Skills variable increases, it will improve performance. A positive value means that the higher the skill, the higher the performance.
2. The value of the knowledge variable is 0.655, which means that if the knowledge variable increases by one unit, it will improve the performance by 0.655 units. A positive value means that the higher the skill, the higher the performance.
3. The Attitude variable has a value of 0.211, meaning that if the Attitude variable increases, the higher the Attitude, the higher the Performance.

b) Multiple Correlation Coefficient (R) and Multiple Determination (R2)

Table 4. Correlation Coefficient and Determination Coefficient

R	R$_{Square}$	*Adjusted R$_{Square}$*	*Std. Error of Estimate*
0,872	0,760	0,751	0,38629

Source: Author (2022)

The value of the correlation coefficient (R) shows how close the relationship between the independent variables (variable Skills (X1), Knowledge (X2), Attitude (X3)) and the dependent variable Performance (Y), the magnitude of the correlation coefficient is 0.872. This value suggests that the relationship between the variables Skill (X1), Knowledge (X2), Attitude (X3) with the Performance variable (Y) is robust because the correlation value of 0.872 is close to one.

The value of the coefficient of determination or R2 is used to measure how far the model can explain the variation of the dependent variable or the dependent variable, namely the Performance variable. The results of the SPSS calculation obtained a value of R2 = 0.760, which means that 76.0% Performance can be explained by the variables Skill (X1), Knowledge (X2), Attitude (X3). At the same time, the remaining 24.0% is influenced by other variables outside the model under study.

c) F Test

Simultaneous test (F test) shows whether all independent variables consisting of Skills (X1), Knowledge (X2), Attitudes (X3) are able to predict the dependent variable Performance (Y).

**Table 5. F Test Calculation Results**

Model	Sum of Squares	df	F_{Calc}	Sig.
Regression	38,285	3	85,522	0,000
Residual	12,087	81		
Total	50,372	84		

Source: Author (2022)

In According to Table 5, the magnitude of the significance value is 0.000, which is <0.05. This shows that the independent variables consisting of skills (X1), knowledge (X2), and attitudes (X3) are able to predict performance (Y).

3. Hypothesis Test

To test the hypothesis, the t-test shows the partial effect of each independent variable on the dependent variable.
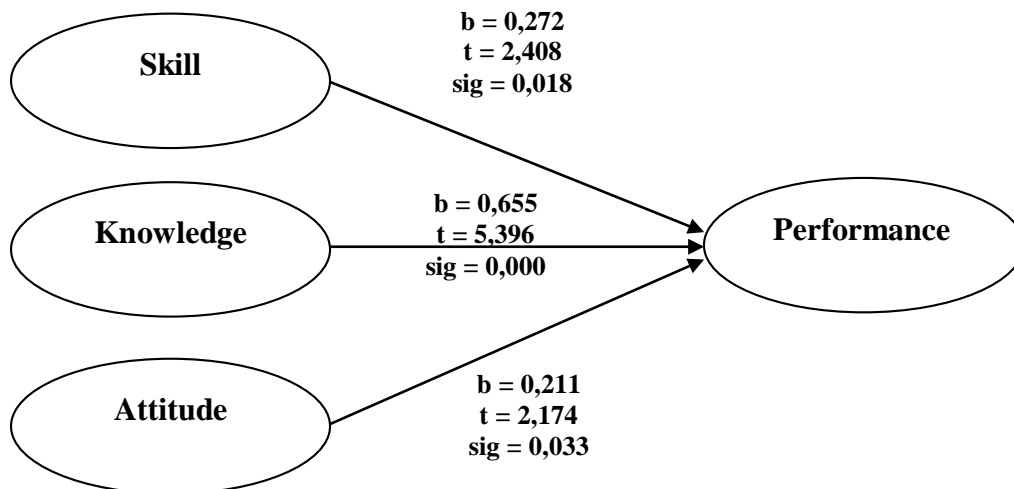
Figure 2. Research Model
Source: Author (2022)

1) T-test (partial) on Skill Variable (X1)

Based on the results of research data processing, obtained a sig value of $0{,}018 < 0{,}05$, then H0 is rejected at a significance level of 5%. The conclusion is that the skill variable

(X1) has a significant and positive effect on performance.

2) T-test (partial) on Knowledge Variable (X2)

Based on the results of research data processing, obtained a sig value of 0,000 < 0,05, then H0 is rejected at a significance level of 5%. The conclusion is that the knowledge variable (X2) has a significant positive effect on performance.

3) T-test (partial) on Attitude Variable (X3)

Based on the results of research data processing, obtained a sig value of 0,033 < 0,05, then H0 is rejected at a significance level of 5%. The conclusion is that the Attitude variable (X3) has a significant positive effect on Performance.

Discussion

The Effect of Skills on Performance

Based on the results of hypothesis testing using a partial test (t-test), the results obtained that Skills influence Performance. This item can be seen from the significance value on the t-test of the Skills variable of 0,018 or less than the level of significance (α) of 0,05. From the results of hypothesis testing, it is proven that Skills have a significant effect on Performance. This item means that Performances can be affected by the presence of skills. Thus, the first hypothesis is declared accepted and proven to be true.

The direction of the influence of Skills on Performance that occurs is positive, so that every time there is an increase in Skills, and it will also increase Performance. This fact shows that high Performance can be formed through employees' good skills; therefore, if employees of Public Works and Spatial Planning Papua want to improve performance, it is crucial to improve skills.

According to Ha et al. in Ferdian & Devita (2020), knowledge has been seen as the most strategic competitive resource. Given the importance of Knowledge, companies are encouraged to develop their ability to manage Knowledge that will make them more competitive and innovative. The results in this study are in line with the results of research conducted by Untari et al. (2018) proved that Knowledge has a significant effect on Performance.

The Effect of Knowledge on Performance

Based on the results of testing the hypothesis using a partial test (t-test), the results obtained that Knowledge influences Performance. This fact can be seen from the significance value on the t-test of the Knowledge variable of 0,000 or less than the level of significance (α) 0,05. From the results of hypothesis testing, it is proven that Knowledge has a significant effect on Performance. This fact means that Performances can be affected by the presence of Knowledge. Therefore, the second hypothesis was declared accepted and proved to be true.

The direction of the influence of Knowledge on Performance that occurs is positive, so that every time there is an increase in Knowledge, and it will also improve Performance. This fact shows that high Performance can be formed through employees' good Knowledge; therefore, if Public Works and Spatial Planning employees want to improve performance, it is essential to increase Knowledge.

According to Robbins and Judge (2017) is the ability to work by understanding and motivating others, both in individuals and groups. Skills can be acquired from Knowledge and practice put in place to do a good job. The results in this study are in line with the research results conducted by Adika et al. (2020), it is proven that skills have a significant effect on Performance.

The Effect of Attitude on Performance

Based on the results of hypothesis testing using a partial test (t-test), the results show that

attitudes influence performance. This fact can be seen from the significance value on the t-test of the Attitude variable of 0,033 or less than the significance level (α) 0,05. From the results of hypothesis testing, it is proven that Attitude has a significant effect on Performance. This fact means that Attitude can influence Performance. Therefore, the third hypothesis was declared accepted and proved to be true.

The direction of the influence of Attitude on Performance that occurs is positive, so that every time there is an increase in Attitude, and it will also improve Performance. This fact shows that high Performance can be formed through a good attitude; therefore, if Public Works and Spatial Planning employees want to improve performance, it is essential to increase Attitude.

The results in this study are in line with Gitosudarmo and Sudita in Kandou et al. (2016) who argues that work attitudes/behaviors are an attitude of regularity of one's feelings and thoughts the tendency to act on aspects of the environment. No matter how high the Knowledge and skills generated from the learning process, it will not be meaningful when the employee does not have a good attitude. Hence, the attitude of the employee is also critical to be considered by the company.

5. Conclusions

Based on the research that has been done, conclusions can be drawn, namely: (1) Skills have a significant and positive effect on the Performance of Public Works and Spatial Planning employees of Mimika Regency, Papua Province. (2) Knowledge has a significant and positive effect on the Performance of Public Works and Spatial Planning employees of Mimika Regency, Papua Province.(3) Attitude has a significant and positive effect on the Performance of Public Works and Spatial Planning employees of Mimika Regency, Papua Province.

Suggestions
The Public Works and Spatial Planning can perform things related to upgrading skills, such as holding training to improve employees' ability to work, such as speeding up tasks, using tools and attitudes, and arranging work sequences. Then, it is also expected that The Public Works and Spatial Planning can provide formal education that supports employees to increase employee understanding of task/job responsibilities, challenges at work, and the suitability of the variety of Knowledge possessed in carrying out tasks.

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