

# THE INFLUENCE OF COMPETENCE, WORK MOTIVATION, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE STUDY AT THE GROBOGAN DISTRICT OFFICE

Dwi Septiyanto<sup>1\*</sup>, Hidup Marsudi<sup>2</sup>, Slamet Ariadi<sup>3</sup>, Salsabila Kusumaningrum<sup>4</sup>, Ana  
YuliPratiwi<sup>5</sup>

<sup>1,2,3,4,5</sup> Sekolah Tinggi Ilmu Ekonomi Atma Bhakti Surakarta, Indonesia

\*Corresponding Author: [dwipilus49@gmail.com](mailto:dwipilus49@gmail.com)

**Abstract:** The problems of this study: (1) how a great deal impact does competence have on the performance of Grobogan District office personnel, (2) how a great deal influence does work motivation have on the performance of Grobogan District office personnel, (3) how huge is the impact of work subject at the performance of Grobogan District office personnel. The research goals are (1) to find out whether or not competency affects the performance of Grobogan District workplace employees, (2) to discover whether or not work motivation impacts the overall performance of Grobogan District office employees, (3) To find out whether or not works field impacts the overall performance of Grobogan District workplace employees. The statistics collection approach used was thru a Questionnaire, specifically a data collection technique the usage of a list of questions and allotted to respondents. There are statistics evaluation techniques, namely: (1) evaluation approach, which is used to investigate information (2) Quantitative statistics analysis, namely evaluation that uses numbers and calculations the usage of statistical techniques to check the truth of the studies hypothesis that has been proposed. Primarily based on the outcomes of facts analysis, it's miles concluded that Competence has a wonderful impact on employee overall performance, at a large level of 0.003%, the regression coefficient price of work Motivation has a size-able effect on the extent of employee performance, with a degree of zero.010%, the regression coefficient value for work subject is at a great degree of 0.049%, so it has a considerable impact on worker overall performance. In the meantime, collectively the three variables Competence, work Motivation, works subject have an impact on employee performance at a huge stage of zero.00%. These studies give a contribution in R<sup>2</sup> of 91.40%.

**Keywords:** Competence, work motivation, work discipline, and employee performance.

## 1. Introduction

Human resources in an agency will always be associated with worker overall performance, resources with capabilities can help the organization gain it's imaginative and prescient and venture. Consequently, organizations need skilled and, in a position, Human assets (HR). The fulfillment of an employer or employer is basically decided via the sports of making use of

human sources, particularly those who offer power, creativity and high enthusiasm and play an important function within the operational features of the company.

The existence of human sources in an agency has a role in wearing out the activities of an organization. The capacity that exists in personnel ought to be applied as optimally as viable, so that they're capable of acquire the goals of the employer. Other than human resources, facilities and infrastructure also are needed to assist worker sports so we can works more efficaciously and correctly, in order that those factors can affect the achievement of the organization (Jufrizen 2018).

Employee performance is the end result of work in terms of fine and amount finished by an worker in wearing out his responsibilities according with the responsibilities given to him. Employee performance could be very critical to obtain organizational goals so that it can increase earnings which in the end can provide welfare for all employees. Overall performance appraisal is a shape of overall performance assessment for personnel which determines whether they've met the specified objectives or not (Muis and Hasibuan 2021).

Competency is part that already exists in personnel, together with expertise, talents and maturity primarily based on schooling and revel in. Abilities are talents and talents and are supported via the works attitudes required by using the task. Competency indicates employee professionalism in a selected field. Competence is someone's potential to produce a first-class stage of labor consequences in the workplace, along with the capability to apply existing expertise and capabilities to the present-day situations as a way to growth mutual benefits (Triangga and Surakarta 2023).

Motivation is related to the effort and encouragement that arises from within a person that is achieved to meet all the goals preferred by way of someone in an effort to achieve the supposed purpose. Employees who're prompted at works will help the employee's overall performance consequences (Karmila, okay, Abdul G, Musvianti 2021).

Works field is a mindset of appreciate, appreciation, obedience and obedience to applicable rules, whether or not written or no longer in work and being capable of bring them out and if they are violated, they may acquire sanctions which have been made in the regulations in which a person works (Radyasmita and Suryaningsih 2022).

## **2. Literature Review**

Overall performance is a success of sure activity necessities that may in the long run be without delay pondered inside the output produced. For that reason, Nawawi (1997: 234) phrases performance as work, namely the result of sporting out work, each physical and non-physical. In the meantime, in line with Prawirosentono, (1999:2), overall performance is the result of work that can be achieved via a person or organization of humans in an company, according with the authority in their respective responsibilities, with a purpose to attain the goals of the organization worried legally, without violating regulation and in accordance with morals and ethics. To discover the outcomes of the work achieved and what has been performed by each civil servant in sporting out their major duties and features, a tenet is wanted as a degree of fulfillment completed by using the civil servant (Fabianus, Habbiburahman, and Oktavianur 2019).

### **Competence**

Competency is an ability possessed by someone in the form of expertise, capabilities and morals wanted in wearing out his responsibilities and obligations, so that he can perform his obligations professionally, efficaciously and efficaciously. (Ilmi, 2018) states that competence is also the ability of the worker, who display attitudes and behavior that are suitable and

appropriate for his or her function as personnel inside the corporation, which in turn has an impact at the favored business enterprise goals (Wijayanto et al. 2011).

Competency is an individual's capability to carry out a job successfully and feature excellence primarily based on topics referring to expertise, abilities and attitudes. (Rismawati et al. 2021) Competency is a skill this is formally possessed, and it is very essential for employees of an enterprise to have this formal popularity. In this situation, Sutrisno (2010) stated that the idea of competency is turning into increasingly famous and has been extensively utilized by massive corporations with diverse advantages, namely (1) Clarifying work standards and expectations to be executed. (2) worker selection tools. (3) Maximize productivity. (four) basis for growing a remuneration gadget. (5) enables model to changes. (6) And aligning work behavior with organizational values (Afandi 2018).

### **Motivation**

The time period motivation comes from the Latin word "movere" that's similar to "to move" (English) this means that to encourage or pass. Motivation is a psychological technique that arises as a result of factors originating both from within and from out of doors someone. Through work motivation a person may be capable of perform their works responsibilities optimally and therefore the company's objectives/dreams will be accomplished. A pacesetter must provide motivation to subordinates, and to try this a pacesetter ought to understand the reasons and motivations favored with the aid of personnel (Suwati 2013).

Sporting out work need to be based on a strong will in order that it creates a strong pressure, with this force and will deliver upward push to works experience. The emergence of work revel in is pushed by using self-consciousness that a want may be met if an attempt is made to look for it.

### **Works Discipline**

Discipline is the maximum essential operational feature of human resource management due to the fact the better the employee's works subject, the higher the performance that can be finished. Without excellent field, it's miles tough for businesses to acquire most reliable results. Area is the principal thing wanted as a warning tool for personnel who do no longer want to alternate their character and behavior. A worker is stated to have accurate subject if the employee has a experience of duty for the duties assigned to him (Radyasmita and Suryaningsih 2022).

Subject is largely the capability to govern oneself within the form of no longer sporting out actions which can be incompatible and opposite to something that has been decided and doing something that supports and protects something that has been determined.

### **Applicable previous studies**

- (1) Studies conducted by way of Supardi (2020) and Sherina (2021) suggests that competence has a massive impact on employee overall performance. Competency is the fundamental information and performance standards required to successfully entire a activity or keep a role. Competence is capital that performs an essential role in making use of it to works. Employees are expected to be able to hone their talents. Personnel who've good enough or advanced competence can recognize what should be finished and what their function is within the task. With an excellent expertise in their work, employees will be capable to complete their responsibilities and obligations nicely, and ultimately this may cause attaining the performance desired by means of the agency.
- (2) In studies (Ekhsan, 2019) it's far stated that motivation is a element in enhancing worker overall performance, this takes the shape of interest from leaders to their personnel to attain

and expand their creativity, in this manner the employer will produce desirable and first-class employee overall performance. Works motivation has a high quality effect on worker overall performance, so that the higher the worker's works motivation, the better the worker's overall performance.

- (3) Studies carried out with the aid of (Katian, 2014) observed that works subject has a sizeable influence on worker performance. So it could be concluded that the life of work area may be very necessary in a corporation, due to the fact in a disciplined atmosphere an organization or enterprise might be capable of perform its work packages to obtain the goals that have been set.

**Table 1**  
**Multiple Regression Recapitulation**

Variabel	Unstandardized Coefficients
(Constant)	2,391
Competency	0,624
Work Motivation	0,385
Work Discipline	0,284

Source: primary statistics processed from SPSS 21, 2023

**Table 2**  
**T Test**

Keterangan	t <sub>hitung</sub>	t <sub>tabel</sub>	Sig.	Keterangan
Kompetensi	3,192	2,028	0,003	H <sub>1</sub> diterima
Motivasi Kerja	2,718	2,028	0,010	H <sub>2</sub> diterima
Disiplin Kerja	2,035	2,028	0,049	H <sub>3</sub> diterima

Source: primary records processed from SPSS 21, 2023

**Tabel 3**  
**F Test**

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	643,571	3	214,524	127,854	,000 <sup>b</sup>
Residual	60,404	36	1,678		
Total	703,975	39			

Source: primary records processed from SPSS 21, 2023

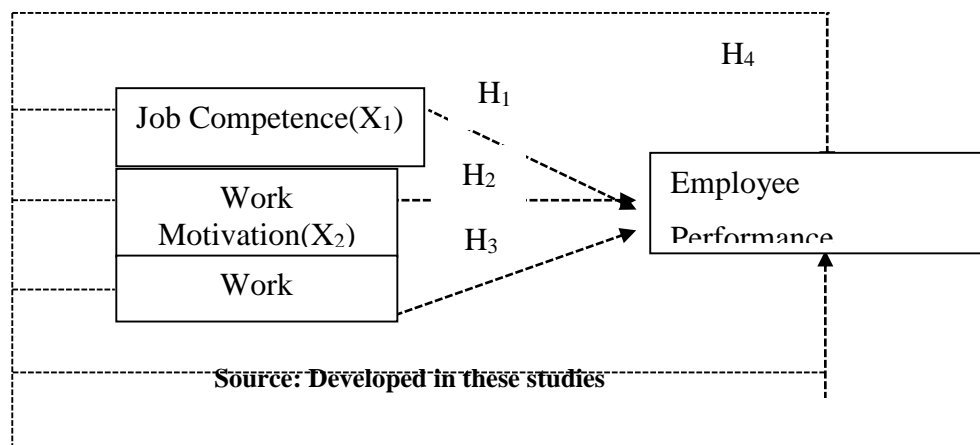
**Tabel 4**  
**R<sup>2</sup> Test**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,956 <sup>a</sup>	,914	,907	1,295

Source: primary statistics processed from SPSS 21, 2023



**Figure 1**  
**Research Farmework**



### 3. Method

In these studies, the author uses a quantitative studies method, namely testing and analyzing records by using calculating numbers and then drawing conclusions from the test. The populace of this examines become all employees of the Grobogan District workplace, totaling forty people. The researchers did no longer take samples because the population changed into small. So, this study is populace research (census). As a result, the sample on this look at become forty employees of the Grobogan District workplace. Statistics collection techniques using questionnaires and interviews. Meanwhile, facts analysis techniques use validity checks, reliability checks, normality tests and speculation checks.

### 4. Result and Discussion

#### Multiple Linear Regression evaluation

To discover the effect of independent variables on the structured variable collectively, you may see the analysis outcomes from the SPSS 21.00 application in the table below:

Based totally at the calculation outcomes of the SPSS model 21.00 pc application, the following effects have been acquired:

$$Y = 2.391 + \text{zero}.624 X1 + 0.385 X2 + 0.284 X3$$

Based totally at the regression equation above, the interpretation of the coefficient of each variable is as follows:

- 1) a = regular of 2.391 states that if the Competency variable (X1), work Motivation variable (X2), and work area variable (X3) are taken into consideration zero then the Grobogan District workplace worker overall performance coefficient is 2.391.
- 2) b1 = 0.624, the coefficient of the Competency variable (X1) is zero.624, this coefficient shows that there is a power among the Competency variable on employee overall performance as massive as the regression coefficient, namely zero.624. Which means that if competency is expanded, the worker performance coefficient will growth through zero.624, assuming that different variables no longer studied are taken into consideration steady.
- 3) b2 = 0.385, the coefficient of the works Motivation variable (X2) is 0.385, this coefficient suggests that there may be an influence among the works Motivation variable on worker

performance as much as the regression coefficient is zero.385. This means that if work motivation is accelerated, the employee overall performance coefficient will boom with the aid of zero.385, assuming that other variables now not studied are considered regular.

- 4)  $b_3 = 0.284$ , the coefficient of the work field variable ( $X_3$ ) is 0.284, this coefficient shows that there's an influence among the work subject variable on employee performance as huge because the regression coefficient, namely zero.284. Which means if works subject is increased, the employees performance coefficient will increase by 0.284, it is assuming that other variables no longer studied are considered constant.

### T-test

Calculations to test the significance of the impartial variables Competence ( $X_1$ ), works Motivation ( $X_2$ ), and works area ( $X_3$ ) on employee overall performance ( $Y$ ) in part. The results of the t check analysis may be seen within the table below:

The description of the t test results is as follows:

- 1) T test touching on Competency ( $X_1$ ) to worker performance ( $Y$ )

Testing steps:

- a) Hypothesis composition

$H_0: \beta = 0$ , which means there's no affect of competency on worker performance.

$H_1: \beta \neq 0$ , way there may be an influence of competency on worker overall performance.

- b) level of significance = 0.05

- c) Table t value =  $t_{\alpha/2; (n-k-1)}$

$$= t_{0.025; 40 - 3 - 1}$$

$$= 2.028$$

$H_0$  is accepted if  $-t_{table} < t_{count} < t_{table}$

$H_0$  is rejected if  $t_{count} > t_{table}$  or  $-t_{count} < -t_{table}$

- d) Calculated t value

From the results of SPSS version 21.00 computer calculations, a t-count of 3.192 can be obtained.

- e) Conclusion

From these calculations, the results obtained are  $t_{count} = 3.192 > t_{table} = 2.028$ , it's mean that  $H_0$  is rejected so that there's significant influence of competence on employee overall performance. Based totally at the outcomes of this evaluation, it suggests that the first speculation which states "Competency has a good-sized effect on the performance of Grobogan District office employees" is verified to be authentic.

- 2) The t test relates to works motivation ( $X_2$ ) on employee overall performance ( $Y$ )

Trying out steps:

- a) Hypothesis composition

$H_0: \beta = 0$ , which means there's no effect of work motivation on worker performance.

$H_1: \beta \neq 0$ , way there may be an influence of work competition on worker overall performance.

- b) Level of significant = 0.05

- c) Table t value =  $t_{\alpha/2; (n-k-1)}$

$$= t_{0.025; 40 - 3 - 1}$$

$$= 2.028$$

$H_0$  is accepted if  $-t_{table} < t_{count} < t_{table}$

$H_0$  is rejected if  $t_{count} > t_{table}$  or  $-t_{count} < -t_{table}$

- d) Calculated t value

From the results of SPSS version 21.00 computer calculations, a tcount of 2.718 can be obtained.

e) Conclusion

From these calculations, the results obtained are  $t_{count} = 2.718 > t_{table} = -2.028$ , it's mean that  $H_0$  is rejected so that there is significant influence of work motivation on employee performance. Based on the consequences of this evaluation, it shows that the second hypothesis which states "it's far suspected that work motivation has a tremendous impact at the overall performance of Grobogan District Office employee" has been verified to be proper.

## F Test

F evaluation is used to check whether or not the impartial variables together have a power at the dependent variable.

This test has formulated the subsequent speculation:

$H_0: b_1 = b_2 = b_3$  means that simultaneously there is no significant influence between the independent variables on the dependent variable.

$H_a: b_1 \neq b_2 \neq b_3$  means that simultaneously there a significant influence between the independent variable and the dependent variable.

Test standards:

The  $F_{count}$  fee is as compared with the  $F_{table}$  value (with a significance stage of 5% ( $\alpha = 5\%$ ) and  $n-k-1$  ( $40-3-1$ ) = 36, so that  $F_{table}$  is 2.866, so:

If  $F_{count} > F_{table}$  then  $H_0$  is rejected, and  $H_a$  is accepted

If  $F_{count} < F_{table}$  then  $H_0$  is accepted and  $H_a$  is rejected

From the calculation results, the  $F_{count}$  value is 127.854 and  $F_{table}$  is 2.866, this figure means that  $F_{count}$  is greater than  $F_{table}$  so that the three independent variables which include Competence, work Motivation and works discipline have a significant impact on employee overall performance on the Grobogan District Office simultaneously.

3)  $R^2$  test (coefficient of determination)

The coefficient of willpower ( $R^2$ ) is to find out how much variation in the independent variable can provide an explanation for the dependent variable. The  $R^2$  value levels from zero to one, the closer to one it is able to be stated that the version is better.

The calculation outcomes show that the coefficient of dedication ( $R^2$ ) is 0.914, which means that the independent variables in the model (Competence, works motivation and works discipline) explain variations in employee performance on the Grobogan District Office by 91.4% and 8.6% is defined with the factors or different variables outside of the version/model.

## Discussion

### 1. The impact of competency on worker overall performance

Primarily based at the consequences of this analysis, it indicates that there may be an influence of competency on employee performance. Those results imply that as competence will increase, it will have an effect on improving worker overall performance. This is supported with the aid of research carried out by using Supardi (2020) and Sherina (2021) displaying that there's a considerable impact of labor competency on worker overall performance. The findings from the effects of this studies are that they have an effect on of competency on employee overall performance. The positive cost of the regression coefficient for the Competency variable indicates that as it will increase, it'll influence employee overall performance to increase. This indicates that competency is so large that it remains a attention for the Grobogan District workplace to enhance similarly.

### 2. The impact of labor motivation on worker performance

Based on the consequences of this analysis, it suggests that there's an influence of labor motivation on employee performance. Those results imply that as work motivation decreases, it'll have an effect on increasing worker performance. That is supported by using studies conducted with the aid of Ekhsan (2019) showing the outcomes that works motivation has a power on worker overall performance.

The findings from the outcomes of this studies are that they have an effect on of labor motivation on employee overall performance. The terrible value within the regression coefficient for the works Motivation variable shows that as it decreases, the effect on worker performance will growth. This shows that works motivation is substantial, so it stays a attention for the Grobogan District workplace to improve in addition.

### **3. The influence of work discipline on employee performance**

Primarily based on the effects of this analysis, it suggests that there's a power of competency on employee overall performance. Those outcomes indicate that as works discipline increases, it'll have an impact on improving worker performance. These outcomes are according with studies performed. Those effects are in accordance with research conducted (Katian, 2014) stating that the work area variable has a positive and substantial effect on worker performance.

The findings from the outcomes of this studies are that the effect of labor subject on employee overall performance. The effective value of the regression coefficient for the work area variable shows that because it will increase, it will influence worker performance to growth. This indicates that work field is so large that it stays a attention for the Grobogan District office to enhance in addition.

Competency is the ability to carry out or perform a activity or mission that is based totally on capabilities and expertise and is supported through the works attitudes required through the process. Grobogan District office employees who have excessive competence will make a high contribution to services to provider customers. Competence of personnel on the Grobogan District office has a critical attitude in dealing with every grievance. The mind-set that employees have in carrying out works according with the duties they carry out. Personnel at the Grobogan District office carefully understand the wishes and desires of service users, so that personnel can offer excellent service to the network with the offerings of the Grobogan District office.

### **5. Conclusions**

Competency has a enormous effect on worker performance on the Grobogan District office. Works motivation has a enormous effect on employee overall performance at the Grobogan District office. Works subject has a large impact on employee performance at the Grobogan District workplace.

### **Suggestion**

1. It's far hoped that the Grobogan District Office will increase the Competency variable by providing possibilities for personnel to enhance their competencies a good way to improve their performance.
2. It's far hoped that the Grobogan District Office will boom the work Motivation variable with the aid of giving rewards to employees, both material and non-material.
3. It's far hoped that the Grobogan District Office will improve the works discipline variable by using enforcing discipline, specifically providing sanctions for violating policies.



4. The variables used are only restricted to three variables: Work Discipline, Competence, Works Motivation and performance, because of this that this study is not able to comprehensively measure performance, because of this it's miles necessary to add greater variables.
5. Its miles were hoping that further research can add management fashion and process training variables that impact employee overall performance so that it will extend the research consequences obtained.

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