

## THE INFLUENCE OF COMPETENCE ON EMPLOYEE PERFORMANCE AT THE OFFICE OF EDUCATION AND CULTURE OF ENREKANG DISTRICT

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### Abstract

*This study aims to determine the effect of competence on employee performance at the Education and Culture Office of Enrekang Regency. The independent variable in this study is employee competency, while the dependent variable is employee performance. This type of research is quantitative research. The number of respondents used in this study were 30 people. The data analysis technique used in this study is simple linear regression analysis using SPSS 13.00 for windows. The results of this study were obtained from the t test showing a significant influence between the two variables with a sig probability. of 0.009 where this value is much smaller than 0.05. This means that competence has a significant influence on employee performance. Because the significant value is smaller than the error rate (0.05). The conclusion is that employee competence has a positive and significant effect on employee performance at the Education and Culture Office of Enrekang Regency.*

Keywords: **Competence, Employee Performance**

### 1. INTRODUCTION

Human resources are one aspect that is needed in an agency to achieve the same goal. With the rapid development of the globalization era, agencies must implement competitive skills and knowledge for all employees.

In the context of fostering and developing human resources, competencies must be implemented properly. According to Hutapea and Thoha (2008), competence is an ability

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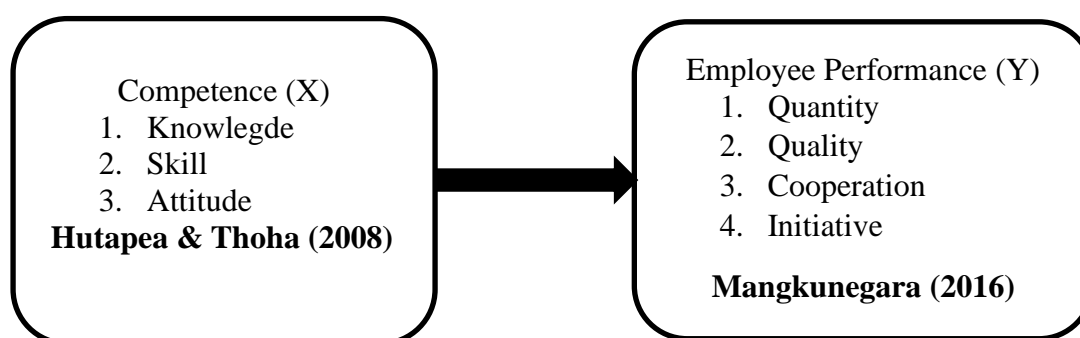
and skill possessed by a person in carrying out a job or task in a certain field that is in accordance with the position he has and a very determining factor and refers to employee performance. Competence is considered as an important factor for everyone's success in their work. Increasing the competence of employees will certainly be balanced with increasing the performance of these employees. That way, the achievement of organizational goals is greatly influenced by the competencies that employees have. If employees do not have sufficient competence, then their performance is not optimal. Meanwhile, if employees have good competence, then of course the performance results will be as expected, that way the organization can guarantee that its employees have the necessary competencies in order to create maximum performance.

Based on this, the Department of Education and Culture (Disdikbuk) of Enrekang Regency is one of the government offices that has the authority to carry out local government affairs in the field of education and culture, as well as assistance tasks given by the government. In order to improve image and performance, the government is heading towards professionalism and creating good governance, it is necessary to improve employee performance through skills that are applied as competency allowances to employees, so that later it is expected that with the accumulation of increased employee performance in the agency itself.

The results of the initial survey at the Education and Culture Office of Enrekang Regency indicated that employee competency is the top priority. As for employee performance, it can be seen at the Education and Culture Office of Enrekang Regency. Good performance shows that employees have high performance, this employee's performance is indicated by the achievement of performance and determination in carrying out tasks assigned by the office. The competencies given to employees are expected to be able to spur employee performance improvement, the applied competencies can be useful in organizational goals because the implementation of competencies can motivate work passion to do work that is based on knowledge, skills and work attitudes. This helps the smooth implementation of work to achieve the goals to be achieved in an organization. So that it will be used as a research guideline which later researchers want to develop, where researchers assume that there is an influence between competence on employee performance.

The framework used in this study is as follows:

**Figure 1 : Schematic Framework of Mind**



## 2. RESEARCH METHOD

### 2.1. Population and Sample

The population to be taken by researchers in this study is the leadership and civil servants at the Education and Culture Office of Enrekang Regency, namely as 30 people. The sample in this study were leaders and civil servants who were registered at the Education and Culture Office of Enrekang Regency. Because the total population is less than 100 people, all populations are used as the research sample so that the sampling set is 30 people. The sampling technique in this study is saturated sampling or population sampling.

### 2.2. Data collection technique

To obtain the data that will be needed, the techniques that will be used for data collection in this study are; observation, interview, questionnaire, and documentation.

## 3. RESULTS AND DISCUSSION

### 3.1 Results

The characteristics of the respondents observed in this study include: gender, age, last education, years of service and position. The description of the characteristics of the respondents is presented as follows:

#### a. Gender

Description of the characteristics of respondents based on gender is presented below:

**Table 1** Characteristics of Respondents by Gender

Gender	Frequence	Persentase %
Man	16	53%
Woman	14	47%
<b>Total</b>	<b>30</b>	<b>100%</b>

Source: *Processed in 2023*

Based on Table 1 regarding the characteristics of respondents based on employee gender, it can be seen that 16 employees or (53%) of the samples collected were male, while 14 employees or (47%) were female. so it can be concluded that the sample in this study was dominated by male respondents.

#### b. Age

Description of the characteristics of the respondents. by age are presented below:

**Table 2** Characteristics of Respondents by Age

Age	Frekuensi	Persentase%
21-30	-	-
31-40	10	33%
>41	20	67%
<b>Total</b>	<b>30</b>	<b>100%</b>

Source: *Processed in 2023*

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Based on Table 2, it shows that there are no respondents aged 21-30. Then for ages 31-40 years there were 10 people or (33%) and ages >41 years there were 20 people or (67%). It can be concluded that the majority of research respondents aged > 41 years. This means that most of the civil servants who work at the Education and Culture Office of Enrekang Regency are >41 years old.

## c. Last education

A description of the characteristics of the respondents based on their level of education is presented below:

**Table 3** Characteristics of Respondents Based on Education

Education	Frekuensi	Persentase%
SMA	-	-
(D1/D2/D3)	2	7%
S1	21	70%
S2	7	23%
<b>Total</b>	<b>30</b>	<b>100%</b>

Source: *Processed in 2023*

Based on Table 3 it shows that there were no SMA respondents, there were 2 Diploma students or (7%), 21 Bachelor Degree students or (70%) and 7 Masters Degree education level or (23%). It can be concluded that the majority of research respondents have an undergraduate level of education. This means that most of the civil servants working at the Education and Culture Office of Enrekang Regency have an undergraduate level of education.

## d. Years of service

A description of the characteristics of the respondents based on years of service is presented below:

**Table 4** Characteristics of Respondents Based on Years of Service

Years of Service	frekuensi	Persentase%
<2 year	-	-
2-4 year	-	-
5-7 year	13	43%
>8 year	17	57%
<b>Total</b>	<b>30</b>	<b>100%</b>

Source: *Processed in 2023*

Table 4 shows that there are no respondents with a working period of <2 years and 2-4 years. Then for 5-7 years of service there were 13 people or (43%) and for > 8 years of service there were 17 people or (57%). It can be concluded that most of the civil servants

who work at the Education and Culture Office of Enrekang Regency have a working period of >8 years.

## 1. Competence

The competency variable has 10 statement items, so that the ideal maximum value = 50, the ideal minimum value = 10, the interval value is 13. Based on the range of values, the standard deviation, the competency variable categories are presented in Table 4.5 below.

**Table 5** Competency Categories

Category	Interval	Frekuensi	Percentage%
High	37-50	21	70%
Mid	24-36	9	30%
Low	10-23	0	0%
<b>Total</b>		<b>30</b>	<b>100%</b>

Source: *Processed in 2023*

Table 5 shows that respondents who gave an assessment of employee competency variables in the high category were 21 respondents (70%), in the medium category there were 9 respondents (30%) and no respondents or (0%) gave an assessment of competency variables in low category. The values obtained from employee measurements are presented below.

**Table 6** Description of Competency

Deskripsi	Value
N	30
Mean	39.73
Standar Deviation	4.274
Maksimum Value	48
Minimum Value	33
Total Score	1192

Source: *Processed in 2023*

Based on the assessment of 30 respondents, an average value of 39.73 was obtained, a standard deviation value of 4.274, a maximum value of 48 and a minimum value of 33. From the results of the assessment of the majority of respondents it was concluded that competence in the Education and Culture Office of Enrekang Regency was included in the high category. This means that the majority of respondents who work at the Education and Culture Office of the Enrekang Regency provide an assessment that the competencies obtained from the Education and Culture Office of the Enrekang Regency are in accordance with the expectations of the majority of employees.

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**2. Employee Performance**

The Employee Performance Variable has 10 statement items, so that the ideal maximum value = 50, the ideal minimum value = 10, and the interval value = 13. Based on the range of values, as well as the standard deviation value, the categorization of employee performance variables is presented in table 4.7 below:

**Table 7** Employee Performance Categorization

Category	Interval	Frekuensi	Percentage%
High	37-50	21	70%
Mid	24-36	9	30%
Low	10-23	0	0%
<b>Total</b>		<b>30</b>	<b>100%</b>

Source: *Processed in 2023*

Table 7 shows that respondents who gave an assessment of employee performance variables were in the high category, namely 21 respondents (70%), in the medium category 9 respondents (30%) and no respondents or (0%) gave an assessment of performance variables employees in the low category. The description values obtained from measuring employee performance are presented in Table 4.8 below:

**Table 8** Description of Employee Performance

Deskripsi	Value
N	30
Mean	38.93
Standar Deviation	3.991
Maksimum Value	46
Minimum Value	32
Total Score	1168

Source: *Processed in 2023*

Based on the assessment of 30 respondents, an average value of 38.93 was obtained, a standard deviation value of 3.991, a maximum value of 46, and a minimum value of 32. From the results of the assessment, the majority of respondents concluded that the performance of employees at the Education and Culture Office of Enrekang Regency was included in the high category. This means that the majority of respondents who work at the Education and Culture Office of Enrekang Regency have high performance in carrying out their work.

**3.1 Validity Test**

The validity test is to show the extent to which a measuring instrument is able to measure what it wants to measure (a valid if it successfully measures the phenomenon). This



test aims to determine whether the questionnaire corresponds to the indicators on the research variables correctly. Variable. What is tested for validity is the competency and employee performance variables. Variable testing uses the Correlate brivariate method with a significance level of 5%. To find out valid and invalid questions by knowing in comparing  $r$  arithmetic and  $r$  tables. Is  $r$  count  $>$   $r$  table then the question is said to be valid. Conversely, if  $r$  count  $<$   $r$  table then the question is said to be invalid. The  $r$  table value is determined by  $df$  29 ( $n-1$ ) at the 5% sig level, namely 0.300. Following are the results of the validity test of each research variable:

**Table 9** Validity Test Results

Variable	item	Variable		Information
		r count	r table	
Competence (X)	X1	.477	0.300	Valid
	X2	.452	0.300	
	X3	.533	0.300	
	X4	.726	0.300	
	X5	.552	0.300	
	X6	.751	0.300	
	X7	.818	0.300	
	X8	.586	0.300	
	X9	.663	0.300	
	X10	.557	0.300	
Employee Performance (Y)	Y1	.650	0.300	Valid
	Y2	.527	0.300	
	Y3	.422	0.300	
	Y4	.738	0.300	
	Y5	.447	0.300	
	Y6	.714	0.300	
	Y7	.540	0.300	
	Y8	.617	0.300	
	Y9	.633	0.300	
	Y10	.682	0.300	

Source: *Processed in 2023*

From the table above, it can be seen that the questionnaire used contains research variables, namely employee competency and performance. Where from the results of the validity test it shows that each statement item is considered valid and feasible to be used as a statement in the questionnaire.

In the competency variable, of the 10 item statements the correlation coefficient is at a positive value and is greater than 0.300. so that it can be concluded that all indicators or statements submitted on employee competency variables are valid and further analysis can

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be carried out. Whereas for employee performance variables, out of 10 items, the correlation coefficient value is at a positive value and is greater than 0.300, so it can be concluded that all indicators or statements put forward on employee performance variables are valid and further analysis can be carried out.

### 3.2 Reliability Test

In this research, researchers measure the level of reliability of competency and employee performance variables. The technique used to measure the level of reliability is Cronbach's alpha by comparing the alpha value with the standard. The reliability of a variable construct is said to be good if it has Cronbach's Alpha > 0.060. The table below shows the results of reliability testing using SPSS 25.

**Table 10** Reliability Test Results

Variabel	Cronbach Alfa	N of Item	Info.
<b>Dependent Variable</b>			
Competence (X)	.811	10	Reliabel
<b>Independent Variable</b>			
Employee Performace (Y)	.802	10	Reliabel

Source: *Processed in 2023*

From table 10, it can be seen that the questionnaire used regarding competency variables has a Cronbach's Alpha value of 0.811 which is greater than 0.6. This shows that the employee competency variable can be said to be reliable. The employee performance variable has a Cronbach's Alfa value of 0.0802 which is greater than 0.6. This shows that employee performance variables can be said to be reliable. So it can be concluded that all indicators or statements on the independent variables and the dependent variable are stated to be reliable or can be trusted as benchmarks.

### 3.3. Normality Test

The results of the normality test for all variables in this study are presented below:

**Table 11** Normality Test

<b>One-Sample Kolmogorov-Smirnov Test</b>		
		Unstandardized Residual
	N	30
Normal <u>Parameters<sup>a,b</sup></u>	Mean	.0000000
	Std. Deviation	3.52700368
Most Extreme Differences	Absolute	.079
	Positive	.055
	Negative	-.079
	Test Statistic	.079
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>



The results of the normality test as listed in table 11 can be seen that the Asymp. Sig. (2-tailed) research variables, namely competence and employee performance of 0.200 which value is greater than 0.05 (Asymp. Sig. > 0.05), so it can be concluded that all variable data in this study are declared normally distributed.

### 3.4. Hipotesis Test

Hypothesis testing in this study aims to prove the effect of the independent variable, namely competence on employee performance at the Education and Culture Office of Enrekang Regency. Data analysis used in testing the research hypothesis is simple regression analysis and t test.

#### a. Simple Regression Test

Data analysis and testing in this study used simple linear regression, to test the extent to which competency influences employee performance at the Education and Culture Office of Enrekang Regency. Data processing uses the help of the SPSS version 13 program in the primary data that has been obtained. The following are the results of a simple linear regression equation test:

**Table 12** Simple Linear Regression Test Results

Model	Coefficients <sup>a</sup>			
	Unstandardized Coefficients		Standardized Coefficients	Sig.
	B	Std. Error	Beta	
(Constant)	21.576	6.230	.463	.002
Competence	.437	.156	.468	.009

a. Dependent Variable: Employee Performance

Source: *Processed in 2023*

The linear equation between competency and employee performance is as follows:

$$Y = 21.576 + 0,437 + e$$

Where:

- a constant value of 21,576 means that if the independent variable, namely competence (X), the value is (0), then the effect on employee performance (Y) is 21,576 unite.
- For the competency variable (X), the regression coefficient is 0.437 (43.7%), this indicates that if the employee competency variable increases by 1% then the employee performance variable increases by 43.7%; with a record of fixed independent variable values.

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## b. t test

The t test was conducted to test whether the significance hypothesis offered was acceptable or not. Criteria for testing the significance level  $\alpha = 0.05$ . Following are the results of calculations with SPSS 25 for windows:

**Table 13** Test Results t

		Coefficients <sup>a</sup>				
		Unstandardized Coefficients		Standardized Coefficients		
		Std.				
	Model	B	Error	Beta	t	Sig.
1	(Constant)	21.576	6.230		3.463	.002
	Competence	.437	.156	.468	2.801	.009

a. Dependent Variable: Kinerja Pegawai

Source: *Processed in 2023*

From the results of the 13 t tests above, it can be explained that there appears to be a significant influence between the competency variable (X) on employee performance variable (Y) with sig probability. of 0.009 where this value is much smaller than 0.05. This means that competence has a significant influence on employee performance. Because the significant value is smaller than the error rate (0.05).

**3.5. Discussion**

The results of hypothesis testing and regression showed a significant value greater than the specified significance. This means that competence has a positive effect on employee performance. This indicates that the higher the competency, the higher the employee performance. The hypothesis test proves that competency has a significant and positive effect on employee performance, with the results of the competency t-test with a value of 2,801 and a sig.  $0.009 < \alpha = 0.05$ . The existence of a significant number identifies that there is an influence between competency and employee performance at the Education and Culture Office of Enrekang Regency.

From the research questionnaire about the competencies obtained, the average value of competence is in the high category. The high level of competence indicates that the leadership of the Enrekang Regency Education and Culture Office in improving the skills and abilities of its employees is in accordance with the expectations of employees.

The results of this study are in line with the theory of Wibowo (2007) stating that competence is an ability to carry out or carry out a job that is based on ability and knowledge and is supported by the work attitude required by the job. This is, like Lucia and Agus (2014) that competence has a significant effect on employee performance. Thus the conclusion is that competence has a positive effect on employee performance.

These results identify that the ups and downs of an employee's performance can affect the competence possessed by the employee. Through good and adequate competence,

employees will be more in control and able to carry out the tasks assigned. The factors that affect the level of competence of employees in this study are strongly influenced by broad knowledge, skills possessed, attitude possessed and education that has been pursued.

Competence describes what employees do in the workplace at various levels and details the standards for each level, identifying the characteristics of knowledge and skills required by individuals that enable them to carry out their duties and responsibilities effectively so as to achieve standards of quantity, quality, cooperation and initiative good at work and produce good performance. Employees who have work competence are more likely to have good skills in doing work and have the expertise to carry out work according to the work targets given by the agency. This can provide morale in employees so that they continue to progress in doing work that can improve employee performance. In terms of knowledge, expertise and skills, employees must also have honesty and integrity at work or social attitudes towards co-workers. With all the competencies that are owned starting from intellectual, social, emotional, spiritual, it will certainly have an impact on the performance provided by employees to agencies. The performance of employees at the Education and Culture Office of Enrakang Regency can be seen from the leadership's assessment of their subordinates indicated by the total score on the questionnaire used in collecting the data which is included in the high category.

These results are also consistent with the results of research by K. D. Krisnawati and I. W. Bagia (2021) which state that competency has a positive and significant effect on employee performance. This means that increasing competence will affect the level of performance of employees in these agencies. So that the hypothesis that has been formulated in accordance with the results obtained, namely  $H_0$  is rejected.

Based on this description, it can be concluded that competence greatly influences employee performance, in increasing the abilities and skills possessed by employees, resulting in good performance when carrying out the duties and responsibilities and positions that have been given by agencies.

#### **4. CONCLUSION**

Based on the results of the research and discussion in the previous description, it can be concluded that competence has a positive and significant effect on employee performance at the Education and Culture Office of Enrekang Regency. That is, the higher the competency given to employees, the higher the employee's performance in working at the Education and Culture Office of Enrekang Regency.

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