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THE INFLUENCE OF EMPLOYEE COMPETENCY ON THE QUALITY OF EMPLOYEE PERFORMANCE IN THE RIAU PROVINCE DPRD SECRETARIAT

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ABSTRACT

The success of an organization depends on the quality of work of employees to carry out their duties with maximum results. Competence is one of the factors that influences employee performance. Employees who have good competence will produce good performance too. Employee performance needs to be considered and improved properly to support the vision and mission goals that have been set within an organization. The research aims to determine the influence of employee competency on the quality of employee performance at the DPRD Secretariat of Riau Province. The type of research used is descriptive quantitative, with data collection techniques using questionnaires. The population in this study was 201 employees at the DPRD Secretariat of Riau Province. The sample used in this research was 67 people. The data analysis technique in this research is a simple linear regression test using SPSS V.25. The research results show that there is a significant influence of the Competency variable (X) on Performance Quality (Y) where the calculated t is 9.782 and the t table is 2.404 at a significance level of 5%. The correlation test results show that the two variables tested have a strong correlation, namely 0.772. Furthermore, by interpreting the coefficient of determination value of 59.5% which has a positive effect, it can be concluded that the higher the employee competency, the higher the quality of employee performance in that place.

1. INTRODUCTION

The running of government in the economic, political, and societal fields cannot be separated from the performance of government officials (Susan, 2019). A good government is related to the apparatus resources it has (Bisma, 2021). Having qualified and skilled employees can be an important asset in a government agency, although it cannot be denied that non-human assets such as the sophistication of supporting technology in a government agency also have an important role. However, government officials are always the main actors who are the key to a government agency (Soewarno, 2017). The smooth running of an agency's activities, as well as the progress and decline of a government agency, are also supported by the performance of its employees (Ibis, 2022). Performance is the result of the work of a person or group of people in an organization by their authority and responsibility. Performance flow exists to see work results that can be achieved in terms of quality and quantity with responsibility and responsibility that have been determined and agreed upon together within the organization. Performance must also be able to monitor the period and intuitively implement and achieve the desired targets within the organization (Rivai, 2018). The performance of public employees is monitored and improved by intuitively following the objectives of the vision and mission that have been established in an agency.

Of course, a government agency has determined the appropriate work pattern for an employee to carry out when carrying out their work to realize employee performance and work success in the long term (Rosmaini, 2019). The government officials needed are officials who are highly dedicated to their work, have skills and abilities that are in

line with the vision, mission, and goals of an agency, have high discipline, have good performance, and have good abilities in carrying out their duties. For this reason, each department needs to pay attention to and regulate the presence of its employees to improve more focused performance.

The factor that supports employee performance to increase is competence. Directed and optimal performance must be supported by high work competency (Vitayala et al, 2023). Work competency is all forms of knowledge, skills, and characteristics that exist in a person that can be used to carry out work based on that knowledge and skills (Busro, 2018). Competency in this case is also the employee's ability to provide ability to work neatly and have an attitude to complete work by the expertise of the workforce in the field handled by the employee. Furthermore, knowledge and skills play a very important role in achieving performance, a person works by using the abilities they have to get work results. Thus, a government employee can produce good performance if he has good knowledge and skills. Good competency can support the implementation of tasks in an agency more optimally, so there is a link between employee competency and the quality of employee performance.

The human resources needed are of course competent so that the main tasks and functions can be carried out well. The performance demands of DPRD members are on implementing regional development. As mentioned earlier, the birth of Law No. 32 of 2004 is a response to the injustice that has been felt by the region. Through this new law, it is hoped that regions will be more empowered to regulate and manage their households but remain within the corridors of applicable regulations.

Furthermore, the level of education also greatly influences a person's competence, because this background has a very strong impact in forming the attitude and mentality of a reliable (professional) and hardworking worker. His activeness in work is not based on material things but is directed towards achieving achievement and productivity.

One regional organization that is committed to increasing the level of competence of its employees is the Secretariat of the Regional People's Representative Council of Riau Province. The Secretariat of the Provincial Regional People's Representative Council is a service element for the Provincial DPRD, led by a secretary who is responsible for the leadership of the DPRD and is administratively supervised by the Provincial Regional Secretary. The Riau Province Setwan is a regional organization in the province of Riau that was officially formed based on the Riau Province regional regulation Number 1 of 2014 concerning the organization and compliance of the work of the regional secretariat and the Riau Province Setwan, which is a mandate from the Republic of Indonesia government regulation Number 41 of 2017 concerning the organization of regional apparatus.

Meanwhile, the performance of the Riau Provincial DPRD Secretariat employees in their work so far has not met the expectations of all parties, this is based on the low level of organizational performance in improving the quality of administrative services, planning, monitoring and evaluating the implementation of development in the field of general administration. This arises because of the assumption that each person has divided their duties, so there is still a lack of loyalty with colleagues.

The tendency of employees to ignore the work competency issues that they have, some employees only work solely to earn income and without other thought patterns to always and continuously improve the way they work, there is a lack of work enthusiasm, and low moral responsibility in carrying out their work. Apart from that, the competencies possessed by employees cannot be applied optimally due to the lack of optimal availability of facilities and infrastructure, as well as the lack of technical guidelines/service delivery procedures according to standards for carrying out DPRD duties and functions.

2. METHODS

The Riau Province DPRD Secretariat is the subject of this research. The research was conducted in February 2023. Primary data in this research was obtained from several respondents conducted by researchers. Meanwhile, secondary data for this research was obtained from notes and information from external sources. This research collects data through a Likert scale questionnaire (to estimate a person's views, behavior, and responses to general facts). involving all 201 Riau Province DPRD Secretariat employees. The sample in this study was taken using the formula for determining sample size. The formula used is the Slovin formula. Based on the sample formula calculation above, the sample of respondents in this study was 67 respondents taken from a total of 201 employees.

3. RESULTS AND DISCUSSION

3.1 Research Results

Simple Linear Regression Analysis

Table 1: Simple Linear Regression

Coefficients						
		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	t	Sig.
1	(Constant)	12.889	10.468		1.231	.223
	Variabel X	.612	.063	.772	9.782	.000
a. Dependent Variable: Variable Y						

Source: Data processed using SPSS version 25.0 for Windows

After testing the classical assumptions to fulfill the requirements for a simple linear regression test consisting of a residual normality test, linearity test, and heteroscedasticity test. It can be concluded that the data used is normally

distributed data and has a linear relationship between variables, and there are no symptoms of heteroscedasticity. Therefore, the data used is suitable for testing with a simple linear regression model.

Hypothesis Test

Table 2: Partial Test

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.889	10.468		1.231	.223
	Variabel X	.612	.063	.772	9.782	.000
a. Dependent Variable: Variable Y						

Source: Data processed using SPSS version 25.0 for Windows

a. Formulation of a hypothesis
   Ha: There is an Influence Between the Influence of Employee Competency on the Quality of Employee Performance at the DPRD Secretariat of Riau Province
   Ho: There is no influence between the influence of employee competency on the quality of employee performance at the DPRD Secretariat of Riau Province
b. Determination of criteria
   The t table value for the 5% significance level db = 65 (db = N – 2, N = 67) is 2.404
c. Account
   The t-count results obtained using IBM SPSS 25 for Windows were 9,782
d. Decision making
   • If the count is greater than the table then Ha is accepted and Ho is rejected
   • If the count is smaller than the table then Ha is rejected and Ho is accepted

   From the calculation results of t count of 9.782 and t table of 2.404 at a significance level of 5%, it can be concluded that t count > t table, thus Ha is accepted and Ho is rejected
e. So it can be concluded that the Employee Competency variable has a significant influence on the Employee Performance Quality variable. From the results of testing the hypothesis above, it is proven that "There is a significant influence between Employee Competency on the Quality of Employee Performance in the Riau Province DPRD Secretariat"

Table 4 Determination Test (R^2)

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.772[a]	.595	.589	6.804
a. Predictors: (Constant), Variable X				
b. Dependent Variable: Variable Y				

Source: Data processed using SPSS version 25.0 for Windows

Based on this table, describes the magnitude of the correlation or relationship value (R), which is 0.772, and also explains the percentage of influence of the independent variable on the dependent variable (Coefficient of Determination) which is the result of squaring R. Based on the output results above, the coefficient of determination (R2) is obtained at 0.595, which means that the influence of the independent variable on the dependent variable is 59.5%, while the remaining 40.5% is influenced by other variables not examined by the researcher.

3.2 Discussion

Based on the interpretation of the correlation test results between the Employee Competency variable (X) and the Employee Performance Quality variable (Y), the results show that the two variables tested have a strong correlation with a correlation value of 0.772.

Furthermore, by interpreting the coefficient of determination value of 59.5% which has a positive effect, it can be concluded that the higher the employee competency, the higher the quality of employee performance in that place. Meanwhile, 40.5% are influencing factors that researchers did not thoroughly examine, including economic factors, environmental factors, social factors, situational factors, or could even be caused by a person's factors.

Furthermore, the regression equation Y = 12.889+0.612X is also obtained. This equation is by the simple linear regression formula, namely Y=a+bX, where Y is the dependent variable, a is a constant, and b is the regression coefficient for the independent variable (X). So, it can be concluded that with a constant value of 12.889, it means that if the employee's competency (X) value is 0, then the quality of employee performance has a value of 12.889. The regression coefficient for the employee performance quality variable (Y) is 0.612, which means that if employee competency increases by 1, then the employee performance quality will increase by 12.889. This coefficient is positive, which means there is a positive relationship between the employee competency variable (X) and employee performance quality (Y), that the higher the employee's competency, the higher the quality of employee performance.

After conducting research and having obtained the results of the analysis of various tests in finding answers to the research problems that the researchers had previously formulated, the following is the interpretation of the answers to this research problem:

a. There is a significant influence between employee competency on the quality of employee performance at the Riau Province DPRD secretariat. This is based on known test results and proven by calculation

results of t calculated at 9.782 and t table at 2.404 at a significance level of 5%, which concludes that (Ha) is accepted where there is a significant influence of variable (X) on variable (Y).

b. The magnitude of the influence of employee competence on the quality of employee performance is 59.5%. This is based on a determinant coefficient of 40.5% with a positive influence.

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