

THE INFLUENCE OF COMPETENCE, WORK PERIOD, WORK ENVIRONMENT AND JOB SATISFACTION, AGAINST EMPLOYEE PERFORMANCE OF THE YOUTH AND SPORTS DEPARTEMENT OF SOLOK CITY

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ABSTRACT

The purpose of study is to determine the effect of competence, work period, work environment and job satisfaction on employee performance. This research is motivated by competencies that are considered less supportive in the implementation of work. This is due to a bad work environment, short tenure, low job satisfaction and unstable employee performance at the Youth and Sports Departement of Solok City.

This type of research uses a quantitative approach with multiple linear regression methods. Data collection techniques using questionnaires, observation and interviews. Respondents of this study were 50 employees at the Youth and Sports Departement of Solok City. The sampling method used was the total sampling method in which the entire population in this study was used as the research sample. Hypothesis testing is calculated using the IBM Statistical Package for Social Science (SPSS) program version 24.0.

Based on the results of this study found that partially competence has a significant effect on employee performance, work period has a significant effect on employee performance, work environment has a significant effect on employee performance, and job satisfaction has a significant effect on employee performance. So it can be concluded, competence, work period, work environment and job satisfaction together have a significant effect on employee performance at the at the Youth and Sports Departement of SolokCity.

Keywords: *competence, work period, work environment, job satisfaction, employee performance.*

Introduction

Employee performance is very influential in achieving the goals and objectives of organizations or agencies. According to Mangkuprawira (2009:218) performance is the result or success rate of a person as a whole during a certain period in carrying out the task compared to various possibilities, such as standards of work results, targets or targets or criteria that have been predetermined and have been mutually agreed. From the results of the above research, it can be said that competence, working period, work environment and satisfaction affect employee performance.

The phenomenon that occurred in the Education and Sports Office of Solok Regency related to the work environment is inadequate facilities and infrastructure in some activities. With a good work environment, of course the performance produced by employees will also be good so that the agency's performance targets in working can be achieved well. Thus, performance is important for agencies, therefore employee performance will run effectively if supported by competencies, working period, work environment and job satisfaction. There is a close relationship between the performance of employees and the performance of agencies, in other words if the performance of employees is good then most likely the performance of the agency is also good.

Based on this, the formulation of the problem as follows: 1) Does competence affect the performance of Employees of the Youth and Sports Office of Solok City? 2) Does the working period affect the performance of Employees 3) Does the work environment affect the performance of Employees 3) Does job satisfaction affect the performance of Employees 4) Whether competence, working period, work environment and job satisfaction affect employee performance

Theory

Based on this research presents the theory of Employee Performance, Competency, Working Period, Work Environment And Job Satisfaction

Employee Performance

Employee performance according to experts, namely: Mangkunegara (2012:67) stated that the performance of employees is the result of quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given. Meanwhile, according to Dessler (2010) stated that the performance (work performance) of employees is the actual achievement of employees compared to the achievements expected of employees. The expected work performance is a standard achievement that is compiled as a reference so that it can see the performance of employees in accordance with their position compared to the standards made.

Competence

Competencies are needed to help organizations create a high work culture, the number of competencies used by human resources will improve performance. Different organizations will define competencies differently. Like the Office of American Personnel Management, it uses competence as a synonym of certain knowledge, skills, skills and skills that are a requirement for performing Dessler's work

(2004:70). According to Muhaimin(2004: 151) competence is a set of responsible intelligence actions that a person must have as a condition to be considered capable of performing tasks in a particular field of work.

Working Period

Working period is the length of an employee working in a company where a person's long work, will be more experienced and able to advance the company in the field of economy or employee performance. Who in the duration of work tuh how the job situation. Several studies have been conducted on the working period and physical work environment on employee performance. The research conducted by DidikHadiyatno (2011) and UntungSriwidodo (2010), the results showed that the working period has a positive and significant effect on employee performance. According to Bagus&Mudiartha (2012), Linawati&Suhaji (2012) research results showed that the working period has no significant effect on employee performance.

Work Environment

According to Mardiana (2005:78) explained that the work environment is an environment where employees do their daily work. According to Rivai (2012: 2), The work environment is the entire facilities and infrastructure that exist around employees who are doing the work themselves. This work environment will include work place, facilities and work aids, cleanliness, lighting and tranquility. According to Nitisemito (2011:183) suggested that: The work environment is also defined as something that is around the worker and can affect him in carrying out the tasks charged. For example cleanliness, music, and others. According to Sedarmayanti (2013:23), The work environment is the whole tool and material faced, the surrounding environment in which a person works, his working methods, and his working arrangements both as an individual and as a group.

Job Satisfaction

Job satisfaction as a driving factor in increasing employee performance which in turn will contribute to the improvement of organizational performance. According to Testa (1999) in Putri (2014) job satisfaction is a joy or a positive emotional statement resulting from the assessment of one of the work or work experiences. Dole and Schroeder (2001) in Koesmono (2005) job satisfaction can be defined as individual feelings and reactions to the work environment. Nasarudin (2001) in Koesmono (2005) that "Job satisfaction may be as a pleasurable or positive emotional state resulting from the appraisal of one's job or job experiences". The statement means that job satisfaction is a positive or pleasant emotional state resulting from an assessment of a person's work or work experiences. More broadly Mathis and Jackson (2001) in Dewi and Sukirno (2013) also revealed that employees

.Conceptual Framework of Research

The concept framework is a model that explains how a theory is related to important factors that are already known in a particular problem. The concept framework will theoretically link research variables i.e. free variables with bound variables (Erlina, 2011). Based on the basis of the theory and formulation of research problems as described earlier, the conceptual framework used in this research, can be seen as

follows:

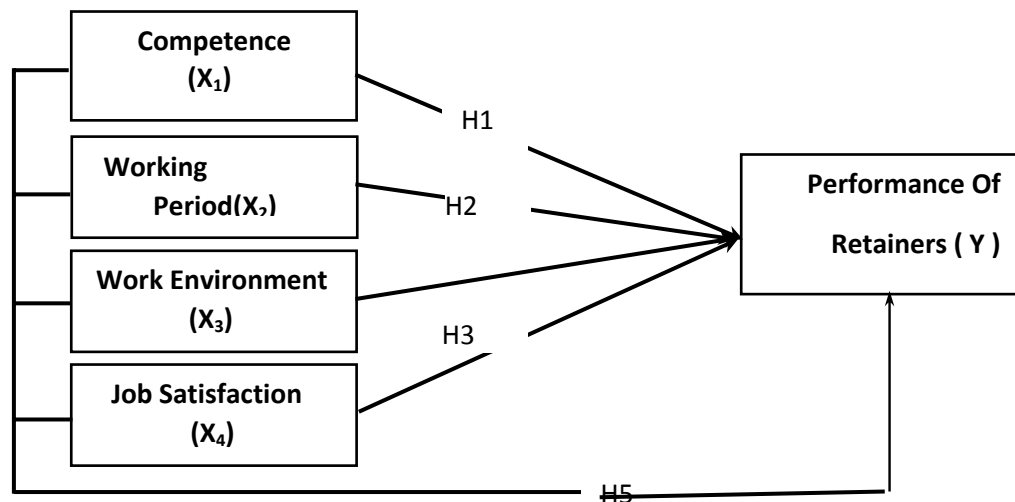


Figure I. Conceptual Framework

Research Hypothesis

Based on the background, theoretical studies and conceptual frameworks that have been stated above, the hypothesis in this study is:

1. **H1:** Competence affects employees' performance
2. **H2:** Working Period affects the performance of Employees
3. **H3:** The Work Environment affects the performance of employees
4. **H4:** Job Satisfaction affects employees' performance
5. **H5:** Competence, Working Period, Work Environment, and Overall Job Satisfaction have an influence on the performance of Employees of the Youth and Sports Office of Solok City.

RESEARCH METHODS

The sample in this study was all employees of the Youth and Sports Office of Solok City numbered 50 (fifty) people. The hypothesis testing in this study used multiple linear regression analysis. Multiple linear regression analysis aims to determine the causal relationship between affecting variables and affected variables. With the model of linear regression equations are as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + b_4 X_4 + e$$

Where: Y = Employee Performance; a = Intersep Constant; X₁ = Competency X₂ = Working Period X₃ = Work Environment X₄ = Job Satisfaction, b₁, b₂, = Coefficient of Regression e = Error Term

RESEARCH RESULTS

This analysis is used to determine the effect of free variables on dependent variables. The amount of influence of free variables with bound variables can be calculated through a multiple regression equation. Here is the recap table for the results of the coefficient values of regression, thitung, signification value,

Fqutung value, and R Square value (R2). The results can be seen in the following table:

Table 1. Recap of Multiple Linear Regression Analysis Test Results

Variable	Koefisien. Regression	t count	Sig.
Constant	27,154		
Competence	0,100	4,308	0,007
Working Period	0,052	2,840	0,027
Work Environment	0,075	3,202	0,008
Job Satisfaction	0,358	4,539	0,001
F count= 33,853	Sig. 0,000		
R² =0,733			

Source: Primary Data, Processed with IBM SPSS 24.0 2019.

From table 1 above, the model of regression equation for the influence of Competence, Working Period, Work Environment and Job Satisfaction, on the Performance of Employees of the Youth and Sports Office of Solok City is as follows:

$$Y = 27,154 + 0,100X_1 + 0,052X_2 + 0,075X_3 + 0,358X_4$$

Based on The Multiple Linear Regression Equation Then:

1. This means that without the influence of Competence, Work Period, Work Environment and Job Satisfaction, the performance already exists at 27.154%.
2. This means that there is a positive influence between competency variables (X1) on performance (Y). This indicates that the increasing or increasing Competence, it will improve performance. The coefficient value of job satisfaction regression is 0.100 meaning that every increase of one unit of Competency then the performance increases by 10%.
3. This means that there is a positive influence between the Working Period variable (X2) on performance (Y). This indicates that the increase or increase of the Working Period, it will improve performance. The coefficient value of Working Period regression is 0.052 meaning that each increase of one unit of Working Period then the performance increases by 5.2%.
4. This means that there is a positive influence between the Work Environment variable (X3) on performance (Y). This indicates that the increasing or increasing Work Environment, it will improve performance. The coefficient of regression of the Work Environment is 0.075 meaning that every increase of one unit of work motivation then the performance increases by 7.5%.
5. This means that there is a positive influence between the Job Satisfaction variable (X4) on performance (Y). This indicates that the increasing or increasing Job Satisfaction, it will improve performance. The coefficient of work motivation regression is 0.358 meaning that every increase of one unit of Job Satisfaction then the performance increases by 35.8%.

T (partial) test

Partial test (t test) of each cause variable (free) against the result variable (bound) as follows:

1. Effect of Competence (X_1) on Performance (Y)

The result of analysis of the influence of Competency variable (X_1) on Performance variable obtained thitung value = 4,308 with tyable = 2.01290); The results showed that there was a significant influence between competency variables on the performance of employees of the Youth and Sports Office of Solok City.

2. Effect of Working Period (X_2) on Performance (Y)

The result of analysis of the effect of Working Period variable (X_2) on performance variable obtained thitung value = 2,840 with tyable = 2.01290). The results showed that there was a significant influence between the variables of the Working Period on the Performance of Employees of the Youth and Sports Office of Solok City.

3. The Effect of the Work Environment (X_3) on Performance (Y)

The result of analysis of the effect of Work Environment variable (X_3) on performance variable (Y) obtained thitung value = 3.202 tyable = 2.01290. The results showed that there was a significant influence between the variables of the Work Environment on the Performance of Employees of the Youth and Sports Office of Solok City.

4. Effect of Job Satisfaction (X_4) on Performance (Y)

The result of analysis of the effect of Job Satisfaction variable (X_3) on performance variable (Y) obtained thitung value = 4,539; ttabel = 2.01290); The results showed that there was a significant influence between the variables of the Work Environment on the Performance of Employees of the Youth and Sports Office of Solok City.

Uji F(simultan)

Test F (feasibility model) is intended to know the effect of free variables simultaneously (together) on bound variables. The results showed the influence of Competence (X_1), Working Period (X_2), Work Environment (X_3) simultaneously (together) on performance (Y), obtained Fhitung value of 33,853 with Ftabel 2.57, meaning that simultaneously there is a significant influence between variable Competencies, Work Period, Work Environment and Job Satisfaction to the Performance of Employees of the Youth and Sports Office of Solok City.

Coefficient Of Determination Testing (R^2)

Analysis of determinant coefficients for competency variables, job satisfaction, and work motivation to the Performance of Employees of the Youth and Sports Office of Solok City is carried out with SPSS as stated below:

Table 2 R Summary Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0,856 ^a	0,733	0,589	2,34820

Source: Primary Data, Processed with IBM SPSS 24.0 2019.

Based on the calculation of regression estimation, obtained the value of the coefficient of

determination adjusted or R Square is 0.733 meaning that 73.3% variation of all free variables can explain the variable is not free, while the remaining 26.7% is explained by other variables not studied in this study.

CONCLUSION

Based on the results of testing and discussion of hypotheses, it can be drawn several conclusions as follows: 1) Competency has a significant effect on Employee Performance 2) The working period has a significant effect on performance 3) The work environment has a significant effect on employee performance 4) Job satisfaction has a significant effect on Employee Performance 5) Competency, working period, work environment and job satisfaction together have a significant effect on the Performance of Employees of the Youth and Sports Office of Solok City.

Advice

1. Researchers advise employees to be consistent and be kind in their work, support each other, remind each other, and share information. as the leadership must act decisively against the company's information and regulations. in addition, the importance of providing adequate facilities to facilitate the performance of employees. So that later the results of the work done by employees
2. Researchers advise employees to improve their skills with their work experience and be able to master the skills well so that they can later feel satisfied if the results are given to the agency.
3. Researchers advised the Solok City Youth and Sports Office to pay more attention to physical work environments such as cleanliness and neatness, lighting levels in the workplace, and ensuring the safety and security of employees in work and. in order to motivate employees in work so as to encourage employees while working.
4. Researchers suggested to the Employees of the Youth and Sports Office of Solok City in order to increase speed and eektivitas while working, in order to be able to complete the task properly and on time before it is given to the agency.

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