

The Effect of Motivation and Competence on Employee Performance at BRI Corporate University

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Abstract

Human resources are part of Islamic teachings, which from the beginning lead to humans to improve their quality of life starting from the development of a culture of intelligence. This study aims to examine the effect of motivation and competence on the performance of BRI Corporate University employees. Sampling using saturated samples as many as 30 employees. The results obtained are motivation and competence on employee performance which affect employee performance at BRI Corporate University.

Keywords: Motivation, Employee Performance Competence

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I. Introduction

The survival and growth of an organization is not only determined by success in managing its finances, marketing and products, but also determined by its success in managing human resources. Today human resources are considered an important resource for the organization, because without quality human resources, the organization will not be able to survive in the competition. Managing human resources in an organization is not an easy thing because it involves various elements in an organization, namely employees, leaders, and the system itself. The combination of these three things is expected to be able to create a conducive work environment so that both employees and leaders can carry out their work optimally.

According to (Surya et al., 2016) to achieve company goals, encouragement to human resources is needed to be motivated, for example, awards such as career development, promotions, and incentives for these employees are needed. One of the strategies that must be implemented by the management is to make career planning and development for employees during their work in the company. For some

employees, the improvement in their career is very crucial because they will know where the highest position they will be, so that they can continue to be motivated and continue to try to improve their skills and loyalty to the company. In an effort to improve organizational performance through employee performance, the factors that need to be taken seriously are employee motivation, competence and career development. Sufficient motivation can realize a better morale in employees. On the other hand, career development is expected to achieve higher satisfaction.

In carrying out tasks with the scale of human resources itself at Bank BRI Corporate University, it must be able to complete its work or planning that has been carried out by the company to pay attention to the performance of its employees. Dharma et al., (2015) competence, namely the type and level of behavior of a person in his work. Where BRI Corporate University has an education held for internal BRI in improving HR competence in order to improve the performance of its employees in accordance with business development needs in order to support the company's strategic goals.

The company strives to foster healthy job satisfaction where the company provides employee rights and obligations that are in line with the functions, roles and responsibilities of its employees so that employees can participate in the company, such as training, training, counseling, or education costs. Competence in relation to performance can be classified in two groups (Ruky, 2006), namely threshold competencies, namely the minimum criteria that must be met by position holders in order to work effectively and differentiating competencies, namely criteria that distinguish people who achieve superior performance and people whose performance is average.

According to Bangun (2012:4) that "one of the organizational resources that has an important role in achieving its goals is human resources". To get quality human resources is not an easy thing, especially in Indonesia. BRI Corporate University, which is engaged in Human Capital Services, is currently experiencing a problem of decreasing employee performance attitudes towards the company. This is characterized by the beginning of a slowdown in career development (career development), based on the results of previous research conducted by several researchers, there are still gaps or inconsistencies. This study aims to compare the results between previous studies and current studies.

An organization is an institution where people interact to achieve a certain goal. The success of an organization, among others, is determined by the ability and quality of human resources it has. Therefore, human resources (HR) need to be managed appropriately. Human resources need to be empowered to be able to become quality and trained resources to achieve the expected performance. Organizations need to improve organizational performance through improving the performance of human resources owned by the organization. Nunik Muljani 2002 with the title of compensation as a motivator to improve employee performance. In this study

explained that if the compensation program is felt to be fair and competitive by employees, then the company will be easier to attract potential employees, retain them and motivate employees to further improve their performance, so that productivity increases and the company is able to produce products at competitive prices.

The results of this analysis are strengthened by the results of an analysis conducted by Suhaji (2010) which states that competence has a significant influence on employee performance. This result is also in accordance with Darsono and Siswandoko who also say that competence is a combination of skills, knowledge, creativity and a positive attitude towards certain jobs that are embodied in performance (Darsono and Siswandoko, 2011: 123). Rivai and Sagala also state that competence refers to the knowledge, abilities, abilities and personality of individuals which directly affect their performance (Rivai and Sagala, 2009: 713). Based on these results, the Samarinda City Manpower Office can continue to improve the competence of its employees because it affects employee performance.

II. Material and Method

This research was conducted on employees of BRI Corporate University located in the city of Padang. In this study using quantitative methods, according to (Sugiyono, 2016: 14) quantitative methods are methods based on the philosophy of positivism, used to examine certain populations and samples, sample collection techniques are generally carried out randomly, data collection using research instruments, data analysis is quantitative / statistical with the aim of testing predetermined hypotheses. This study explains the relationship of influencing and being influenced by the variables to be studied. In this study using quantitative methods According to Sugiyono (2016: 81) samples are part of the number and characteristics possessed by the population, the samples taken can represent or represent the population. The sample used is to use a saturated sample. Which is the assessment of the sample based on the alignment of the population. then it can be known that the sample that will be examined is as many as 30 employees at BRI Corporate University

III. Results and Discussion

Multiple Regression Analysis

This analysis is used to determine the effect of the influence of motivation and competence on employee performance. The results of data processing with the method of multiple regression analysis of research variables are presented in table 4.11 as follows

Table 3
Multiple Regression Analysis
The Effect of Motivation and Competence on Employee Performance

Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.027	2.290		2.195	.037
	MOTIVATION	.027	.103	.018	.265	.793
	COMPETENCE	.958	.070	.941	13.760	.000

Source: Processed SPSS, 2021

Based on table 3 above, the regression equation can be seen as follows:

Model 1: $Y = a + b_1X_1 + b_2X_2 + e$

$$Y = 5.027 + 0.027 X_1 + 0.958 X_2 + e$$

Interpration based on the equation can be interpreted as follows:

1. A constant of 5,027 means that if Motivation (X1) and Competence (X2) are absent then Employee Performance (Y) remains at a constant of 5,027
2. The positive regression coefficient (unidirectional) of 0.027 means that if motivation (X1) is increased by one unit, assuming competence (X2) is ignored, it will result in an increase in Employee Performance (Y) of 0.027.
3. The positive regression coefficient (unidirectional) of 0.958 means that if the Competence (X2) is increased by one unit, assuming motivation (X1) is ignored, it will result in an increase in Employee Performance (Y) of 0.958.

Hypothesis Testing

T test

From the results of this test, if the probability is significantly smaller than *alpha* 0.05, it is obtained that H_0 is rejected and H_a is accepted, meaning that there is an influence of X on Y. Psignificant robability is greater than alpha 0.05 then H_0 is accepted and H_a is rejected, meaning there is no relationship. From the results of processing the data can be presented in the following table:

Table 4

T Test

Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.027	2.290		2.195	.037

	MOTIVATION	.027	.103	.018	.265	.793
	COMPETENCE	.958	.070	.941	13.760	.000

Source: Processed SPSS, 2021

Based on table 4 above, it can be interpreted as follows:

1. Effect of Motivation (X1) on Employee Performance (Y)
Based on table 4, it shows that the Motivation variable (X1) with a significant value of $0.793 > 0.050$ and a calculated value greater than the table $0.265 > 2,011$, it can be concluded that H_0 is rejected and H_a is accepted, meaning that Motivation (X1) partially has no significant effect on Employee Performance (Y)
2. The Effect of Competence (X2) on Employee Performance (Y)
Based on table 4, it shows that the Competency variable (X2) with a significant value of $0.000 < 0.050$ and the calculated value is smaller than the table $13,760 > 2,011$, it can be concluded that H_0 is rejected and H_a is accepted, meaning that Competence (X2) has a partial positive and significant effect on Employee Performance (Y).

Test F

The results of calculating the parameters of the regression model together are obtained in the following table:

Table 5

Test F

ANOVA ^a						
Type		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	520.258	2	260.129	122.984	.000 ^b
	Residual	57.109	27	2.115		
	Total	577.367	29			
a. Dependent Variable: KINERJA_KARYAWAN						
b. Predictors: (Constant), COMPETENCE, MOTIVATION						

Source: Processed SPSS, 2021

Based on table 5, it shows that the level of significant value of $0.000 < 0.050$ and with a calculated value of 122.984, it can be concluded that H_0 is rejected and H_a is accepted, meaning Job satisfaction (X1), Work Motivation (X2), and simultaneously has a positive and significant effect on Organizational Citizenship Behavior (Y).

Determination Test **R** (square)

The results of the coefficient of determination test on regression model one can be seen in table 6 below:

Table 6
Coefficient D Test Coefficient of Determination

Model Summary ^b					
Type	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.949 ^a	.901	.894	1.45435	1.835
a. Predictors: (Constant), COMPETENCE, MOTIVATION					
b. Dependent Variable: KINERJA_KARYAWAN					

Source: Processed SPSS, 2021

Based on table 6, the number R² (R square) is obtained by 0.89 or 89%, this shows that the percentage contribution of independent variables to dependent variables is 0.89 or 89%. While the remaining 0.11 or 11% is influenced by other variables outside the study.

Effect of Motivation (X1) on Employee Performance (Y)

Based on table 4, it shows that the Motivation variable (X1) with a significant value of $0.793 > 0.050$ and a calculated value greater than the table $0.265 > 2.011$, it can be concluded that H_0 is rejected and H_a is accepted, meaning motivation (X1) partially does not have a significant effect on Employee Performance (Y). Motivation can be viewed as a change in energy in a person characterized by the appearance of feeling, and preceded by a response to the existence of a goal. Motivation is the basic impulse that moves a person or the desire to expend all energy due to the existence of a goal. Motivation is a condition or energy that moves employees who are directed or directed to achieve the goals of the company's organization. It is the positive mental attitude of the employee to the work situation that strengthens his work motivation to achieve maximum performance. Three elements that are the key to motivation, namely effort, organizational goals, and needs. So, motivation in this case is actually a response to an action. Motivation arises from within man because of the impulse by the presence of an element of a goal. This goal concerns the question of needs it can be said that there will be no motivation if there is no perceived existence of a need.

The Effect of Competence (X2) on Employee Performance (Y)

Based on table 4, it shows that the Competency variable (X2) with a significant value of $0.000 < 0.050$ and the calculated value is smaller than Table 13, $760 > 2.011$, it can be concluded that H_0 is rejected and H_a is accepted, meaning that Competence (X2) partially has a positive and significant effect on Employee Performance (Y). For example, awards such as career development, promotions, and incentives for these

employees are given. One of the strategies that must be implemented by the management is to make career planning and development for employees during their work in the company. For some employees, the improvement in their career is very crucial because they will know where the highest position they will be, so that they can continue to be motivated and continue to try to improve their skills and loyalty to the company. In an effort to improve organizational performance through employee performance, the factors that need to be taken seriously are employee motivation, competence and career development. Sufficient motivation can realize a better morale in employees. On the other hand, career development is expected to achieve higher satisfaction.

IV. Conclusion

From the discussion in the previous chapters, several conclusions can be drawn as follows:

1. There is no significant effect of Motivation on Employee Performance at Bri Corporate University with a significant value of $0.793 > 0.050$ and a calculated value greater than the table of $0.265 > 2.011$
2. There is a significant effect of Competence on Employee Performance at Bri Corporate University with a significant value of $0.000 < 0.050$ and a calculated value smaller than the table of $13,760 > 2,011$.

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