

The Influence Of Competence And Work Environment On The Performance Of Karawang District Inspectorate Employees

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ABSTRACT

Submitted: **Purpose of the study** — *This study aims to determine and analyze the partial and simultaneous effects of competence and work environment on employee performance.*
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Accepted: **Research method**—*A quantitative approach with correlational research method is used in this study. The employees of the Inspectorate Office of Karawang Regency are the subjects of this research. Saturated sampling technique is used to collect data through questionnaire distribution and observation.*
04-11, 2024

Published: **Result**— *The results show that there is a positive and significant influence between competence and employee performance. Similarly, employee performance is positively and significantly influenced by the work environment. Additionally, there is a significant and positive simultaneous influence between employee performance, competence, and work environment.*
05-31, 2024

Conclusion— *This study provides insights into the importance of competence and work environment in enhancing employee performance. The findings suggest that organizations should focus on improving employee competence and creating a conducive work environment to enhance overall employee performance.*

Keywords: Competence, Work Environment, Employee Performance



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INTRODUCTION

Human resources are a crucial component in an organization. In the process of achieving organizational goals, organizations have factors that are interrelated and influence each other. The movement of other components is highly dependent on human resources. Therefore, optimizing and managing human resources is crucial in an organization (Mulia &

Saputra, 2021). Obtaining quality results through human resources is the expected goal in institutions or organizations, because with resources good power is expected to achieve the best performance as expected by individuals and groups. This will help to achieve and realize organizational goals (Pertiwi & Saputra, 2019).

Under the administrative direction of the Regional Secretariat, the Inspectorate is a branch of government tasked with supervising the implementation of regional government. According to Karawang Regency Regional Regulation Number 14 of 2016 concerning Karawang Regency Regional Apparatus, the Regent assigns duties to the Inspectorate, and the Inspectorate reports all supervisory issues to the Regent directly. Therefore, the Karawang Regency Inspectorate must be able to identify and prevent acts of To support the implementation of clean and accountable regional government administration, the regional Inspectorate is expected to obtain good performance.

Based on the rules regarding regional financial management that contained in Government Regulation Number 58 of the year 2005 provides a brief explanation that programs, outputs, activities or results that are expected and have been realized in the context of budget use with measurable quality and quantity are the scope of performance.

Table 1. Comparison of 2022 Performance Realization and 2021-2026 Performance Targets

Programs and Activities	Targets	2021 Achievement	Target	2022 Capaian
Supervision Implementation Program	80	District Inspt Supervision. Karawang : AMJ Riksus 87.12% Riktu Village Fund 53% Regular 43%, West Java Provincial Inspt Supervision: 52.66%, BPK RI Supervision: 73.41% (77.23%)	81	District Inspectorate Supervision 84.85% West Java Provincial Inspectorate Supervision 42.44% BPK RI Supervision 73.32 % (66.87%)
Policy Formulation, Mentoring and Assistance Program	80	-	81	78,81%
Regency/City Regional Government Affairs Support Program	100	100	100	84,02%

Sumber Data : Inspektorat Karawang

Based on table 1 above, it shows that the difference in performance in 2021 - 2026 has not been achieved to the maximum, where in the Supervision Implementation Program in 2021 performance achievement only reached 77.23% of the 80% targeted and in 2021 there was no implementation of the Policy Formulation, Mentoring Program and Assistance because the program will only be realized in 2022, namely assistance in preparing the risk register. Meanwhile, the Regency/City Regional Government Affairs Support Program has achieved the specified target, namely 100%. Meanwhile, the Monitoring Program in 2022's performance achievement only reached 66.87% of the targeted 80% and the Policy Formulation, Mentoring and Assistance Program performance achievement only reached 78.81% of the targeted 81%. Meanwhile, in the Regency/City Regional Government Affairs Support Program, performance achievements only reached 84.02% of the target. So there is a decline in performance and less than optimal performance in the realization of programs and activities in 2022 at the Karawang Regency Inspectorate.

The success of an organization is supported by optimal performance and high competence or expertise possessed by human resources in the organization. However, an organization or agency will be disadvantaged if the agency's human resources are unskilled and have less than optimal performance (Hartati et al., 2020). Competence is a component that also influences performance (Mulia & Saputra, 2021). An employee's competency can be assessed from work experience, relevant educational background, expertise, knowledge and skills possessed (Pertiwi & Savitri, 2021). Therefore, something that is very crucial in supporting the process of achieving an organization effectively and efficiently is competence. Duties will be carried out well if employees have high competence. (Pertiwi & Saputra, 2019).

Table 2. Competency Map in 2022

Required competencies		Competency Gap
Followed training	Substance Technical	
Training for the Formation of Government Supervisors for Inpassing Civil Servants	1. Risk Based Audit 2. Investigative Audit 3. Risk Management	1. Review RKA 2. Penilaian Angka Kredit JFA
Training for the Formation of the First Expert Auditor	4. Supervision Management 5. Basic Level Audit	3. Probity Audit 4. Audit Perhitungan Kerugian Negara
Young Auditor Training	6. Review of Regional Government Financial Reports	5. Audit Pendapatan Asli Daerah
Intermediate Auditor Training	7. Performance Audit 8. Audit of Procurement of Goods and Services 9. SPIP Maturity Assessment 10. Increasing APIP Capabilities 11. JFA Credit Score Assessment 12. Regional Financial Management 13. Probity Audit 14. Lakip Review 15. RKA review	

Followed training	Required competencies	Competency Gap
	Substance Technical	
	16.Problem Solving Analysis	
	17.Training in Procurement of Goods and Services	

Data Source: Karawang Inspectorate

In table 2 above, it can be seen that there is a gap in the competencies possessed by current employees and the competencies needed in the future. Employees only have 5 competencies out of the 17 competencies required after participating in 4 sessions of training activities over a year because some competencies have not been identified whether employees have participated in the required competency development, because employee competency data and information have only been collected since 2018. Thus, the lack of competence possessed by employees affects employee performance.

Apart from that, the work environment also has an impact on performance. The work environment in an organization plays an important role in the smooth running of the activity process, because the work environment will influence how the tasks given can be completed (Shilma et al., 2022). The non-physical or physical work environment has an influence on employee performance in carrying out their roles, and this will have an impact on the ability to achieve company goals (Lupita et al., 2019). A conducive work environment includes building positive relationships between fellow employees, good relationships between leaders and employees. Apart from that, the physical aspects of the work environment include, among other things, the dimensions of the work space, lighting levels, air temperature, color selection, noise levels, cleanliness of the work area, as well as the availability of work facilities and infrastructure which play an important role in creating optimal working conditions (As'ad, 2021).

Table 3 Results of Pre-Survey Work Environment for Karawang Inspectorate Employees

No	Indicator	Alternative Answers				
		SB	B	C	TB	STB
1	Physical Environment					
	The lighting level in the room is optimal	7	9	4	2	0
	The indoor air temperature is already at normal temperature	3	9	5	2	3
	The facilities available are quite adequate	3	7	5	5	2
	The space to move around in the room is quite comfortable	1	15	1	5	0
	There is a comfortable atmosphere	3	12	3	4	0
	Guaranteed safety in the workplace	5	11	4	2	0
2	Non-Physical Environment					
	There is a harmonious relationship between employees and leaders	5	13	3	1	0

No	Indicator	Alternative Answers				
		SB	B	C	TB	STB
	Leaders show a friendly attitude and often ask about obstacles faced by employees	6	13	2	1	0
	Employees can work together and collaborate well and support each other	9	7	2	3	1
	Relations between employees and co-workers are good	7	11	2	2	0

Data source: Karawang Inspectorate (Processed by researchers)

Table 3 shows that the work environment at the Karawang Inspectorate is not optimal enough, where there are statements indicating that respondents are very poor and not good on work environment indicators including stating that lighting, air temperature, facilities and infrastructure, room, atmosphere, security, Working relationships with leaders and co-workers are not optimal enough and are not adequate enough to support employee work. Therefore, it can be concluded that there is an influence of the work environment on the performance of Karawang Regency Inspectorate employees.

The results of the research (Djalante et al., 2022) are that simultaneously or partially competence, leadership and work environment have an influence on the performance of state civil servants at the Sidenreng Rappang Regency Environmental Service. According to (Verdina et al., 2021), the results obtained were that simultaneously and partially, competency and work environment variables had a fairly large overall influence on employee performance. Meanwhile, Hajali et al., (2021) in their research found that the work environment on employee performance had a positive but not significant influence, while competence had a significant and positive influence.

LITERATURE REVIEW AND HIPOTESYS DEVELOPMENT

HR Management

To achieve organizational goals, HR management is defined by (Arraniri et al., 2021) as a series of procedures that include organizing, planning, directing and controlling various aspects such as recruitment, compensation, development, maintenance, integration, and termination of working relationships with employees. Human resource management according to the explanation from Inzani & Yuliani (2022) is a series of activities which include organizing, planning, coordinating, implementing as well as supervising various processes related to labor procurement, employee development, providing rewards, employee integration and if necessary termination working relationships with employees in order to achieve organizational goals. Meanwhile (Kurniawati, 2021) defines human resource management as a process of attracting personnel and selecting, developing, maintaining and utilizing human resources in order to meet targets for both individuals and organizations.

Based on the previous understanding, it can be stated that human resource management is a science that concerns the control and management of employees to meet predetermined organizational goals.

Career development

(Yolinza, 2023) believes that career development is a person's effort to improve themselves to achieve the desired career goals. According to (Aliefiani et al., 2023) Career development is a systematic process that aims to help someone grow their skills, insight and individual potential in achieving the desired career. Career development is the process by which an organization attempts to change a person's career level, position and position in an organization (Permata Sari & Candra, 2020). Therefore, it can be synthesized that career development is a person's effort to develop their level of ability in achieving better career goals.

Competence

According to (Adittyta et al., 2021), career development refers to the efforts made by individuals to plan and improve their competencies with the aim of achieving the desired career. According to (Glarenia Britney Lukar et al., 2023) career development is a way in which someone improves their performance to reach a greater level of maturity, expertise and responsibility. Career development plays an important role for individuals and organizations because it is impossible to plan a career without considering organizational needs and employee competencies (Putra & Darmawan, 2022).

Organizational behavior

In (Hasan & et al, 2022) organizational behavior is a cross-disciplinary field of study that focuses on improving attitudes both in individual and group behavior in an organization with the aim of contributing effectively to achieving organizational goals. Organizational behavior is defined as a science that is directly related to how to understand, plan, organize and control individual behavior in an organization, as well as how this behavior has an impact on achieving organizational goals (Hamsah et al., 2020). Apart from that, organizational behavior (OB) is a science that examines various aspects of an organization, such as thought processes, feelings and also employee behavior both as a team and individually (Darmastuti & et al, 2020). So it can be synthesized that organizational behavior is a science that refers to the ways in which individuals interact in an organization and how they behave and act in the work environment.

Work environment

Nofitasari (2021) explains that there is a significant impact of the work environment on a person's behavior. A comfortable work environment encourages positive individual development, while a non-conducive work environment can have a detrimental impact. Apart from that, the work environment can also form close relationships between individuals in the work environment.

Performance

In (Thian, 2021) organizational behavior involves the study of individual actions in an organization and how their behavior impacts company performance. Meanwhile, according to (Asni Gani et al., 2020) organizational behavior specifically studies the interaction between individuals and organizations and their involvement with performance and productivity. Organizational behavior is a field of study that focuses on the activities carried out by individuals in organizations and how their behavior has an impact on organizational

performance, including human attitudes towards work, relationships between co-workers, motivation, cooperation and other relevant aspects.

Competence

Rivai and Sagala (2011), "competence is the desire to have an impact on other people and the ability to influence other people through persuading and influencing strategies" (Rosmaini & Tanjung, 2019). According to Wibowo (2016), competency is a person's skill in carrying out their duties based on expertise and insight supported by behavior on the job (Hartati et al., 2020). According to (Haryanto et al., 2023) competence is something that is related to skills, knowledge and attitudes which are the basis for completing a given task. Therefore, it is synthesized that competency is the ability to do a job accompanied by skills and knowledge.

According to (Syahyutia Putri, 2021), work competency includes the indicators below:

1. Knowledge: Obtaining expertise in the chosen profession through formal education in the form of training and courses.
2. Skills: have skills in the professional field being handled as well as the ability to handle things in detail. Apart from skills, abilities are also needed to solve problems quickly and efficiently.
3. Attitude: Maintaining an attitude in the organization and behaving in accordance with the organization's values.

Work environment

Based on the statement (Kariyamin et al., 2020) the work environment is defined as a situation or condition in the workplace that supports work activities. Based on (Ahmad et al., 2022) the work environment is the elements around employees that can have an influence on the smooth completion of their assigned tasks. Meanwhile, according to (Inzani SL & Yuliani, 2022) the work environment can be defined as all facilities and equipment in the work area which influence individuals and groups of people in carrying out their duties. Working environmental conditions are considered good if they allow employees to carry out activities optimally, healthily, safely and comfortably (Apriliani et al., 2024).

So it can be synthesized that the work environment is defined as a work situation or conditions that can support employee work, which includes infrastructure and relationships with the people around them. According to (Ardhianti & Susanty, 2020) the dimensions of the work environment are the non-physical and physical work environment including lighting level, air temperature, noise level, color choice, humidity, facilities, good relationships between employees and with leaders, opportunities for advancement and job security.

Performance

According to (Mulia & Saputra, 2021) Performance plays an important role for agencies, especially in terms of employee performance which can help the organization to achieve targets. The results of an employee's work which includes quantity and quality components according to the responsibilities and tasks given are referred to as performance (Prtiwi & Savitri, 2021). Performance is the overall result of a person's achievements within a certain

period of time while still taking into account the standards of work results, criteria, targets or objectives that were previously agreed and determined (Rosmaini & Tanjung, 2019).

Thus, it can be synthesized that performance is defined as the result of individual achievement in carrying out their duties through predetermined targets and criteria. In (Kurnia & Andi, 2022) The following are the dimensions and performance indicators:

1. Speed and ability are indicators used to measure Work Quantity.
2. The quality of results is measured through three indicators, namely neatness, thoroughness and work results.
3. Measuring cooperation through indicators in the form of cohesiveness and cooperation.
4. Responsible work results and ability in decision making are two indicators for measuring responsibility.
5. Initiative is measured by indicators of an individual's ability to take initiative action in completing tasks.

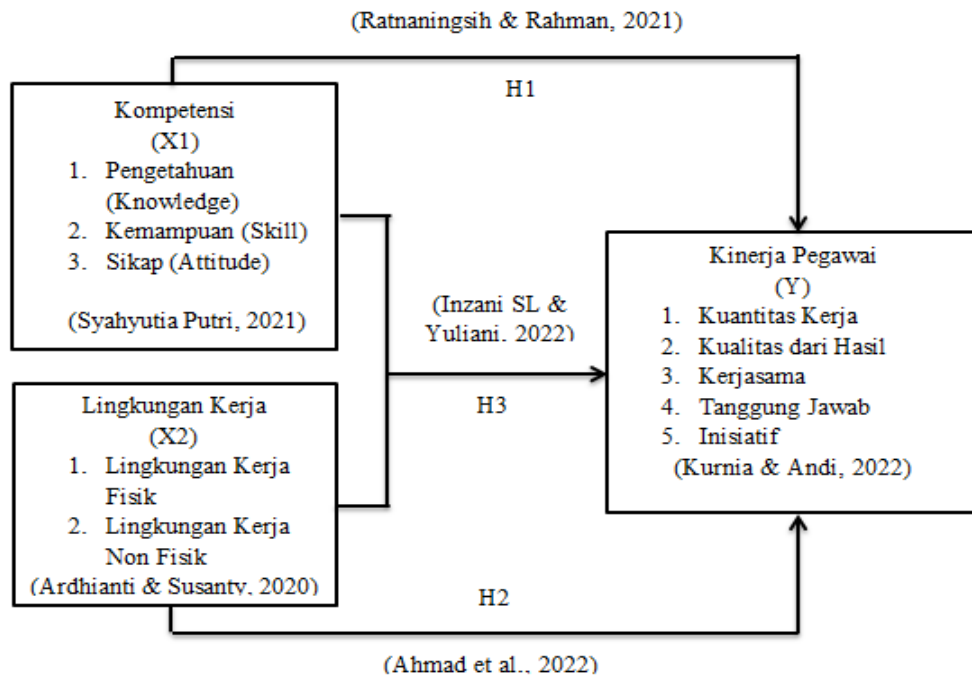


Figure 1 Framework of Thinking

Hypothesis:

- H1: It is suspected that competency (X1) influences the performance of employees (Y) of the Karawang Regency Inspectorate.
- H2: It is suspected that the work environment (X2) influences the performance of employees (Y) of the Karawang Regency Inspectorate.
- H3: It is suspected that competency (X1) and work environment (X2) influence employee performance (Y) of the Karawang Regency Inspectorate.

METHOD

Quantitative methods with correlational research methods were used in this research. The objects studied were employees at the Karawang Regency Inspectorate. There were 66 employees who constituted the population in this study, including 64 civil servant employees and 2 non-civil servants. The sample is a small portion of the entire population and its characteristics (Sugiyono, 2013). The sample in this research is the total population, namely 66 employees. In this research, a non-probability sampling technique was used, namely a saturated sampling technique in which the entire population was taken as a sample. Data was collected through two methods, namely observation data and distributing questionnaires. Data sources are taken from secondary data and primary data. The regression analysis technique was chosen as a way to analyze the data in this research.

RESULTS AND DISCUSSION

A. Result

Validity Test is used as a way to determine the extent to which a questionnaire can be considered valid or not, in the sense of the extent to which the instrument can measure accurately. The data is declared valid if the calculated correlation value (r calculated) is greater than the table correlation value (r table). Determined $df = 66 - 2 = 64$ at a significance level of 5%, then the table correlation value is 0.242. Therefore, it is stated that $r \text{ count} > r \text{ table}$, then the data is considered valid or valid.

Table 4 Validity Test Results for Competency Variables (X1), Work Environment (X2), and Performance (Y)

Statement	r account	r table	note
Competence			
x1.1	0.832	0.242	valid
x1.2	0.857		valid
x1.3	0.862		valid
x1.4	0.749		valid
x1.5	0.819		valid
x1.6	0.866		valid
x1.7	0.864		valid
x1.8	0.864		valid
x1.9	0.813		valid
x1.10	0.701		valid
Work environment			
x2.1	0.2	0.242	valid
x2.2	0.822		valid

Statement	r account	r table	note
Competence			
x2.3	0.707		valid
x2.4	0.782		valid
x2.5	0.863		valid
x2.6	0.852		valid
x2.7	0.862		valid
x2.8	0.823		valid
x2.9	0.879		valid
x2.10	0.896		valid
x2.11	0.837		valid
Performance			
y.1	0.925		valid
y.2	0.937		valid
y.3	0.925		valid
y.4	0.905		valid
y.5	0.918		valid
y.6	0.898		valid
y.7	0.862	0.242	valid
y.8	0.771		valid
y.9	0.883		valid
y.10	0.904		valid
y.11	0.904		valid
y.12	0.794		valid
y.13	0.861		valid

Source: SPSS Test Results (2024)

The results of the validity test calculations in this table confirm that the relationship coefficient value exceeds the r table of 0.242. Therefore, it can be concluded that all points of this research statement have proven their validity. The reliability test is a questionnaire test that tests the consistency of a respondent's answer using the Cronbach Alpha Test. The minimum accepted limit of reliability is ≥ 0.60 .

Table 5 Reliability Test Results

Variabel	Cronbach's Alpha	N of Item	Note
Competence	0.947	10	Reliabel
Work environment	0.954	11	Reliabel
Performance	0.976	13	Reliabel

Source: SPSS Test Results (2024)

Table 6 Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		66
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	4.48982688
Most Extreme Differences	Absolute	.113
	Positive	.113
	Negative	-.108
Kolmogorov-Smirnov Z		.921
Asymp. Sig. (2-tailed)		.365
a. Test distribution is Normal.		

The results of the normality test in the table show that the significance is $0.365 > 0.05$, so it can be stated that the distribution of the residual values is normal.

Table 7 Multicollinearity Test Results

		Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients			
Model		B	Std. Error	Beta	T	Sig.	Collinearity Statistics
							Tolerance VIF
1	(Constant)	4.510	4.617		.977	.332	
	Competence	.904	.134	.630	6.754	.000	.644 1.552
	Work environment	.249	.093	.250	2.683	.009	.644 1.552

a. Dependent Variable: Peformance

Referring to this data, the tolerance value for the Competency variable (X1) and the Work Environment variable (X2) is $0.644 > 0.1$ and the VIF is $1.552 < 10$. Therefore it can be stated that there are no symptoms of multicollinearity.

Table 8 Heteroscedasticity Test Results

Correlations			Competence	Work environment	Unstandardized Residual
Spearman's rho	Competence	Correlation Coefficient	1.000	.620**	.109
		Sig. (2-tailed)	.	.000	.382
		N	66	66	66
	Work environment	Correlation Coefficient	.620**	1.000	.057
		Sig. (2-tailed)	.000	.	.649
		N	66	66	66
	Unstandardized Residual	Correlation Coefficient	.109	.057	1.000
		Sig. (2-tailed)	.382	.649	.
		N	66	66	66

** . Correlation is significant at the 0.01 level (2-tailed).

It can be seen that the results of the Heteroscedasticity Test in the table above do not have any symptoms of heteroscedasticity because the Spearman Rank Test has a significance value for the Competency variable, namely $0.382 > 0.05$ and the Work Environment has a significance value of $0.649 > 0.05$.

Table 9 Multiple Regression Analysis

		Unstandardized Coefficients		Standardized Coefficients		
Model		B	Std. Error	Beta	T	Sig.
1	(Constant)	4.510	4.617		.977	.332
	Competence	.904	.134	.630	6.754	.000
	Work environment	.249	.093	.250	2.683	.009

a. Dependent Variable: Performance

Multiple regression equation, namely:

$$Y = 4.510 + 0.904 X_1 + 0.249 X_2$$

From the results of the calculations in the table, it is known that the Constant value has a positive value of 4.510, meaning that if the competency variables (X_1) and Work Environment (X_2) do not change, then the Performance Constant (Y) value is 4.510. The Competency Regression Coefficient (X_1) shows a positive value of 0.904, which means that if the Competency variable increases by 1%, the Performance variable (Y) will increase by 0.904. Meanwhile, the Work Environment Regression Coefficient (X_2) obtained a value of 0.249. This means that if there is a 1% increase in the Environmental variable, then there is an increase of 0.249 for the Performance variable (Y).

Table 10 Results of Determination Coefficient

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.804 ^a	.647	.636	4.561

a. Predictors: (Constant), Work Environment, Competency

b. Dependent Variable: Performance

Referring to this data, an R Square value of 0.647 or 64.7% was obtained, which shows that competence and the work environment have a positive influence. Variables outside this research that can influence employee performance contribute 35.5%.

The t test is aimed at finding out how each independent variable partially influences the dependent variable. The t table value is used as a reference with a significance level of $\alpha = 0.05$ and df of $66-3 = 63$, so the t table obtained is 1,669.

Table 11 t test results

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	4.510	4.617		.977
	Competence	.904	.134	.630	6.754
	Work environment	.249	.093	.250	2.683

a. Dependent Variable: Performance

The t test results can be explained, namely:

- Hypothesis 1: It is known that the calculated t value is $6,754 > 1,669$ and the significance value is $0.000 < 0.05$. So it means that H1 competence (X1) significantly influences employee performance (Y).
- Hypothesis 2: it is known that the calculated t value is $2,683 > 1,669$ and obtains a significance value of $0.009 < 0.05$. Therefore, it means that H2 has a significant influence between the work environment (X2) and employee performance (Y).

Table 12 F Test Results

ANOVA ^b						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2403.225	2	1201.612	57.774	.000 ^a
	Residual	1310.305	63	20.798		
	Total	3713.530	65			

a. Predictors: (Constant), Work Environment, Competency

b. Dependent Variable: Performance

The results of these calculations obtained a calculated $f = 57,774 > 3.14$ and a significance level of the f test of $0.000 < 0.05$. From these results, it can be concluded that H_3 which was tested is that competency and work environment variables influence employee performance positively and significantly acceptable.

B. Discussion

Competency on Performance

Referring to the calculation results obtained, it can be stated that competencies that influence employee performance positively and significantly are shown by obtaining a coefficient value of 0.904.

Work Environment on Performance

Referring to the results, it can be stated that it is known that there is a significant and positive influence between the work environment and employee performance, shown by the coefficient value of 0.249.

Competence and Work Environment on Employee Performance

Based on the calculation results, the calculated f has a value of $57,774 > 3.14$ and the significance level of the f test is found to be $0.000 < 0.05$. Therefore, it can be said that there is a simultaneous influence between competency and work environment and employee performance.

CONCLUSION

From the results of the research and discussion it can be concluded that: First, the performance of Karawang Regency Inspectorate employees is positively and significantly influenced by Competency. By increasing competency, employee performance will also increase. Second, the performance of Karawang Regency Inspectorate employees is influenced positively and significantly by the Work Environment. If the work environment becomes better, employee performance will further improve.

Third, Competence and work environment have a positive and significant influence on employee performance. The factor that most dominates its influence is competence. The contribution given by these two variables simultaneously is 64.7%, then the remainder is influenced by other elements that were not tested.

Based on the research results above, it is known that there are limitations where all variables that can influence employee performance have not been revealed. Therefore, it is recommended for researchers who want to use research related to competency and the work environment whose influence has an impact on employee performance to add other variables. This will allow researchers to conduct more comprehensive observations of factors that have the potential to influence employee performance.

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