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## Competence and Morale on the Performance of Employees

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### ABSTRACT

One of the factors that affect employee performance is competence. Competence has a significant value which means there was an influence of competence on employee performance. Thus, the author interested in conducting further research on the Influence of Competence and Morale on employee performance of PT LSP MSDMU. Its human capital is one of the important factors in an organization that focuses on maximizing the potential of its employees through various strategic steps to improve employee performance. This shows that if the varied competence and morale do not change then employee performance is 1796.9. As another competency, employee morale can also affect employee performance.

Keywords: Competence, Morale, Employees, Performance.

### INTRODUCTION

Human resources are one of the important factors in an organization that focuses on maximizing the potential of its employees through various strategic steps in order to improve employee performance. One of the keys to success in the success of an organization is certainly inseparable from the role of employees who have good performance in the organization. Therefore, employees are directed to improve their performance at work. The worker with the bag will produce an optimal work result in accordance with the target work.

According to Kasmir (2016) performance is the result of work and work behavior that has been achieved in completing tasks and responsibilities given in a certain period. One of the factors that affect employee performance is competence. Competence is a basic characteristic possessed by an individual in meeting the criteria needed in occupying a position. According to Busro (2018) competence is everything that is owned by a person in the form of knowledge of skills and other internal factors of the individual to be able to do something work based on the knowledge and skills possessed.

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Employees who have low morale will have an effect on the decline in the performance



of employees. Hasibuan (2018) who states that the morale is the desire and earnestness of a person doing his job well and disciplined to achieve maximum productivity. Nitisemito (2012) morale is certainly not always present in employees, sometimes morale can decrease. Indications of decreased morale include high absenteeism rates, high levels of employee displacement, anxiety everywhere, and frequent demands that can lead to low employee work productivity.

Based on the description above, PT LSP MSDMU in its operations demands good employee performance so that it can make a large contribution to the company, but there are still phenomena or problems including the lack of employee work competency development programs through education, lack of skills development, behavior formation, and the formation of good work experience. Thus, the author interested in conducting further research on the Influence of Competence and Morale on employee performance of PT LSP MSDMU.

## **METHODE**

### **Primary Data and Data Sources**

The data used in this study is primary data, namely data in the form of verbal or spoken words, gestures or carried out by reliable subjects (Arikunto, 2010: 22). The primary data source in this study was employees of PT LSP MSDMU by means of questionnaire spread.

### **Population and Research Samples**

Population represents the totality of all possible values. So what the population in this study means is all employees who work in the office of PT LSP MSDMU.

### **Sample**

The sample is part or representative of the population. The samples in this study were taken by *random sampling* (Nafik et al., 2022; Wildan et al., 2021). The number of samples to be used is taken using the slovin formula with a 10% error. Based on the slovin formula, the sample in this study amounted to 63 respondents.

## **RESULTS AND DISCUSSIONS**

### **Validity Test**

Riduwan and Sunarto (2014: 348) validity is a measure that indicates the degree of validity or validity of an instrument. A valid instrument has a high validity and vice versa if the validity is low then the instrument is less valid.

### **Competency Variable Validity Test (X1)**

Table 1 above shows that in all competencies variable questions, corrected *item total correlation* ( $r$  results)  $>$   $r$  table then thus, the whole item or question on each competency variable is valid as much as can be used as a measuring instrument in research.

**Table 1**  
**r Table and r Results**

Items/statements	r Results	r Tabel	Decision
Question 1	0.516	0.2500	Valid
Question 2	0.333	0.2500	Valid
Question 3	0.477	0.2500	Valid
Question 4	0.632	0.2500	Valid
Question 5	0.633	0.2500	Valid
Question 6	0.490	0.2500	Valid
Question 7	0.612	0.2500	Valid
Question 8	0.639	0.2500	Valid

Source: Data Processed

**Table 2**  
**r Table and r Results**

Items/statements	r Results	r Tabel	Decision
Question 1	0.740	0.2500	Valid
Question 2	0.729	0.2500	Valid
Question 3	0.412	0.2500	Valid
Question 4	0.462	0.2500	Valid
Question 5	0.591	0.2500	Valid
Question 6	0.741	0.2500	Valid

Source: Data Processed

### **Morale Variable Validity Test (X2)**

Table 2 above shows that in all questions of the verb morale variable, corrected *items total correlation* ( $r$  results)  $>$   $r$  table then thus, the whole grain or question on each morale variable is valid so that it can be used as a measuring tool in research.

### **Employee Performance Variable Validity Test (Y)**

Table 3 above shows that in all employee performance variable questions, *corrected item total correlation* ( $r$  results)  $>$   $r$  table then thus, the entire item or question on each employee performance variable is valid so that it can be used as a measuring tool in research.

### **Reliability Test**

Reliability tests that have been carried out with the SPSS process of the entire variables analysis, taking the significance level of 0.05 and *confidence* intervals to 95%, obtained *cronbach's alpha* ( $\alpha$ ) values on each variable as follows (Table 3).

Based on the table 4, the results of the reliability test above, it can be concluded that the reliability of the measuring instrument is very high because the reliability value lies in a good index of 0.6 so that with the sake of all question items in the questionnaire all variables of this study are reliable and relatively good.

**Table 3**  
**r Table and r Results**

Items/statements	r Results	r Tabel	Decision
Question 1	0.692	0.2500	Valid
Question 2	0.658	0.2500	Valid
Question 3	0.439	0.2500	Valid
Question 4	0.616	0.2500	Valid
Question 5	0.711	0.2500	Valid
Question 6	0.693	0.2500	Valid
Question 7	0.617	0.2500	Valid
Question 8	0.479	0.2500	Valid
Question 9	0.555	0.2500	Valid
Question 10	0.831	0.2500	Valid
Question 11	0.682	0.2500	Valid
Question 12	0.659	0.2500	Valid

Source: Data Processed

**Table 4**  
**Reliability Test Results**

Variable	Coefficient	Information
Competence (X1)	0.821	Reliable
Morale (X2)	0.830	Reliable
Employee Performance (Y)	0.907	Reliable

Source: Data Processed

### Multiple Linear Regression

#### Analysis Regression Estimates

Regression equations are used to look at the influence of competence (X1), and morale (X2) on employee performance (Y). The data analysis in this study used regression analysis with the help of the *SPSS 20* statistics program. The results of the data analysis that has been done are as follows (Table 5).

**Table 5**  
**Regression Estimates**  
**Coefficients<sup>a</sup>**

Type	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1796.942	2417.722		0.743	0.860
Competence (X1)	1.320	0.099	0.831	13.288	0.000
Morale (X2)	0.136	0.062	0.139	2.216	0.001

a. Dependent Variable: Employee Performance (Y)

Source: Data Processed

**Table 6**  
**Regression Estimates**  
**Coefficients<sup>a</sup>**

Type	t	Sig.	t Table
1 (Constant)	0.743	0.860	
Competence (X1)	13.288	0.000	2.2990
Morale (X2)	2.216	0.001	

a. Dependent Variable: Employee Performance (Y)

Source: Data Processed

Based on table 5, the regression equation is obtained as follows:

$$Y = 1796.942 + 1.320X_1 + 0.136X_2$$

Based on this equation can be interpreted as follows:

- The constant value of 1796.942 is positive. This shows that if the varied competence and morale do not change then employee performance is 1796.942.
- Regression coefficient value  $X_1 = 1.320$  this value has a positive effect which shows if the competency variable rises by 1 unit then employee performance also increases by 1.320 with the provision of other variables fixed.

The value of the regression coefficient  $X_2 = 0.136$  this value has a positive effect which shows that if the morale variable increases by 1 unit then employee performance also increases by 0.136 with the provision of other variables fixed.

### Hypothesis Testing

#### Individual Parameter Significance Test (t-Test)

In table 6 the estimated regression on the competency variable (X1) obtained t calculates 13.288 then the result is compared with t table at the level of significance = 0.025 with the formula  $(df = n-k-1) = 63-2-1 = 60$  obtained t table 2.2990. So  $t_{hitung} 13.288 > 2.2990$  then  $H_a$  was accepted and  $H_o$  was rejected, meaning that there was an influence of competence on employee performance.

In table 6 the estimated regression on the morale variable (X2) is obtained t calculates 2.216 then the result is compared to t table at the significance level = 0.025 with

the formula ( $df = n-k-1$ ) =  $63-2-1 = 60$  obtained t table 2.2990. So t count  $2.216 < 2.2990$  then  $H_0$  was accepted and  $H_a$  was rejected, meaning that there was no influence of morale on employee performance.

### F-Test

To be able to find out whether all variable X is a variable of competence and morale to the performance of employees of PT LSP MSDMU, then used simultaneous significance test and the results are as follows (Table 7).

Based on the ANOVA or F test table, F Count was obtained by 148.925. The result is then compared to F table  $df = n-k-1$  or  $df = 63-2-1 = 60$  at a confidence level of 95% or  $\alpha = 5\%$  obtained F table 2.76. So F calculates  $148.925 > 2.76$  maka  $H_0$  rejected, meaning that simultaneously there is an influence of competence and morale on the performance of Employees of PT LSP MSDMU.

### Determination Coefficient Analysis ( $R^2$ )

Determination coefficient analysis shows the magnitude of the contribution of independent variables, namely competence and morale to dependent variables, namely employee performance, the results of the analysis are shown in the table as follows (Table 8).

Based on the above, Coefficient determination (*Adjusted R Square*) obtained 0.879 this shows that 87.9% variation of employee performance (Y) can be explained by competency variables (X1) and morale (X2) while the remaining 17.3% is influenced by other variables other than variabel in this study such as motivation and communication (Widodo, 2010).

**Table 7**  
ANOVA<sup>b</sup>

Type	Df	F	F table
Regression	2		
Residual	60	148.925	2.76
Total	62		

a. Predictors: (Constant), competence (X1), morale (X2)

b. Dependent Variable: employee performance (Y)

Source: Data Processed

**Table 8**  
Model Summary<sup>b</sup>

Type	R	R Square	Adjusted R Square	Change Statistics				Durbin-Watson	
				R Square Change	F Change	df1	df2		Sig. F Change
1	0.912 <sup>a</sup>	0.832	0.879	0.832	148.925	2	60	0.000	2.021

a. Predictors: (Constant), morale (X2), Competence (X1)

b. Dependent Variable: Employee Performance (Y)

Source: Data Processed

## Discussion

From the results of the study, it was obtained that simultaneously there was an influence of competence and morale on the performance of PT LSP MSDMU employees. Partially, competence and morale have a real effect on the performance of employees of PT LSP MSDMU. The results of the analysis of co-efficient determinasi (*Adjusted R Square*) obtained by 0.879 this shows that 87.9% variation of employee performance (Y) can be explained by competency variables (X1) and morale (X2) while the rest amounts to 17.3% were influenced by variabel other than variables in the study such as motivation and communication (widodo, 2010: 49)

The results of this study are also supported by the results of research conducted by Sriwidodo (2010) in Surakarta on the influence of competence, motivation, communication, and welfare on the performance of Education Office employees. Data analysis is performed using multiple linear regressions. The results of the study found that there is an influence of competence, motivation, communication, and welfare on the performance of employees of the Education Office. The results of the analysis of the coefficient of termination ( $R^2$ ) are as weak as 0.474.

## CONCLUSION

The results of the study found that simultaneously there is an influence of competence and morale on the performance of EMPLOYEES of PT LSP MSDMU. Partially, competence and morale have a real effect on the performance of PT LSP MSDMU employees. The results of the analysis of koefisien determination (*Adjusted R Square*) obtained by 0.879 this shows that 87.9% variation of employee performance (Y) can be explained by competency variables (X1) and morale (X2) while the remaining 17.3% are influenced by variables other than variables in this study such as motivation and communication.

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