

The Influence of Competency and Work Motivation on the Employee's Performance of Public Works and Spatial Planning Service

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Abstract: The Department of Public Works and Spatial Planning has regional government duties in the fields of roads, bridges, irrigation, and spatial planning. The research method used in this research is a quantitative approach with a non-probability sampling method, namely purposive sampling, which is defined as taking samples from designated subjects based on certain characteristics. The selected prospective respondents were employees of the Public Works and Spatial Planning Department of Pagar Alam City. The data analysis technique used is Partial Least Square Structural Equation Modeling (PLS-SEM) using the SMARTPLS application. Based on the results of the hypothesis analysis test, several things can be concluded from this research, namely, Competence has a positive and significant effect on Employee Performance, Work Motivation has a positive effect and significant on Employee Performance, Work Motivation and Competence has a positive and significant effect on Employee Performance.

Keywords: Competence, Employee Performance, Work Motivation

A. Introduction

The science and art of managing employee relationships and roles to maximize their effectiveness and efficiency in advancing the objectives of the organization, workers, and society as a whole is known as human resource management. The Department of Water Resources Management, the Department of Highways, and the Department of Spatial Planning were merged to become the Department of Public Works and Spatial Planning, which was previously known as the Department of Spatial Planning and Settlements. In the areas of roads, bridges, irrigation, and spatial planning, the Public Works and Spatial Planning Department is responsible for carrying out regional government tasks (Harpis & Bahri, 2020).

One resource that has a big impact on the organization is its human capital. that every human being's potential resource can be used to try and succeed in reaching goals, both personally and within the company. For the organization's benefit,

resources like time, energy, and human abilities both mental and physical can truly be used in an integrated and ideal way. The first and most important component in organizational development and goal achievement is human resources. If an organization already has large capital, sophisticated technology, and abundant natural resources but there are no human resources who can manage and utilize them, it will not be possible to achieve success in achieving organizational goals. Good human resources are unquestionably necessary for a good organization, but if these resources are few or do not match the necessary standards, the organization will not be excellent (Soemarsono & Dirkareshza, 2021). Having competent employees serves as a foundation and resource for achieving success within an organization. Building or developing competent human resources—who can be relied upon to assume responsibility as a crucial component of the organization—remains a challenge for businesses.

Employees of the Pagar Alam City Public Works and Spatial Planning Department possess a variety of competencies, including expertise in ALKAL UPTD; heavy equipment operators are certified and have an official permit to operate heavy equipment; laboratory personnel are certified to test equipment and have access to a comprehensive testing guidebook. In the Water Resources sector, employees also have certification training about water where employees can find out about water problems and determine whether water levels are good or bad or polluted. In the Highways and Human Settlements sector, employees have training certificates in two-dimensional and three-dimensional drawing design such as Autocad and Sketchup. However, there are still a lot of areas in which employees lack expertise, and this contributes to the organization's limited use of human resources. Because it is one of the variables that determines whether an organization is operating well or poorly, the competency and work motivation of employees in an organization therefore play a very important part in the tasks and obligations in the operation of the organization. Each employee needs to be qualified for their position and possess the necessary competencies.

In the workplace, competence is highly valued as it facilitates businesses in matching workers with suitable tasks. Because they can immediately increase the supremacy of the organization, highly skilled people are one of the most significant resources for organizations. Competency can also help an organization determine an employee's potential and the extent to which they will go to deliver the best work results for the organization. This is especially true for employees in the Pagar Alam City Public Works and Spatial Planning Department who are still in the process of improving as workers.

A motivated employee is one of the competent workers who consistently perform at their best and with responsibility. To deliver services to stakeholders, a strong work ethic and a high level of motivation are essential. Motivation and work morale-

boosting initiatives are inextricably linked. Motivation is a synonym for inspiration or a propellant. Only people possess motivation, particularly subordinates. High job performance is unachievable without work motivation, which is why it is crucial for people who wish to advance in their careers and even reach higher professional levels. Successful individuals are very motivated at work. Of fact, a person's motivation for their profession varies and changes throughout time. It's common for some people to work tirelessly in hopes of earning more money or getting promoted. Motivation at work fluctuates a lot. Workplace passion isn't always at its highest. A worker may occasionally become less enthusiastic about their work due to boredom or a personal issue (Ministry of Finance of the Republic of Indonesia, 2021).

Researchers spoke with currently employed personnel from Pagar Alam City's departments of public works and spatial planning. The findings of the conducted interviews indicate that the performance of the employees is still insufficient or subpar. This is seen in the number of workers who are still learning in their line of work. The low job competency and motivation of employees can be attributed to disinterest and inadequate training, which hinder their ability to grow personally and perform at a high level. Employee attendance is still below expectations, as seen by their disorganized time management, which includes arriving late or not at all (without giving a reason) and departing the office earlier than expected. Based on the preceding description, the researcher concluded that the Public Works and Spatial Planning Office of Pagar Alam City's employees' competency and work motivation are the root of the difficulties, that lead to subpar employee performance. So, from the background results above, I took the research object with the title *The Influence of Competency and Work Motivation on the Performance of Public Works and Spatial Planning Service Employees*.

B. Methods

Purposive sampling is a non-probability sampling technique that is employed in this study's qualitative methodology. Samples are taken from chosen participants depending on predetermined criteria (Helmi et al., 2022). The study's population consists of 132 individuals who work at the Pagar Alam City Hall office. There are about 100 participants in this research, and the number of samples pertains to the number of samples of 5 and 10 in the number of indicators (Ghozali, 2018)

The data collection technique used in this research uses closed questionnaires using Google Forms in digital data collection techniques and observation, for collecting data that requires the researcher's analytical research to go back directly, even if not directly, to the research object to find out what the actual phenomena are.

C. Results and Discussion

Model Feasibility Analysis (Goodness of Fit)

This model feasibility or goodness of fit analysis test is used to determine whether the model is suitable for research or not by looking at the results of the research carried out in the following table:

Table 1. R Test Results

	R-square	R-square adjusted
Employee Performance	0,817	0.813

Source: Processed by Researchers, 2023

A second model test is conducted using the Cross Validated Redundancy (Q_2), Effect Size (F_2), and Normed Fit Index (NFI) tests. Based on Table 4.8, the Competency and Work Motivation variables can explain the Employee Performance variable by 80.4 percent. Aside from that, other variables display results that do not appear in the R_2 test, but this is not a reference because these variables are another connecting variable.

Table 2. Results Path Coefficient (Direct Effects)

	T statistics (O/STDEV)	P values	Information	Results
Competency-> Employee Performance	3.444	0.016	Significant	Hypothesis Accepted
Work Motivation -> Employee Performance	7.49	0.000	Significant	Hypothesis Accepted

Source: Processed by Researchers, 2023

H1: Competency has a positive influence on employee performance

H2: Work motivation has a positive effect on employee performance

H3: Competence and work motivation have a positive and significant effect on Employee Performance

Influence of Competency on Employee Performance

Employee performance, according to (Rismawati & Mattalata, 2020), is a requirement that needs to be understood and verified by specific parties to assess the degree of success of an agency's outcomes regarding the company's vision and to understand the advantages and disadvantages of an operational policy. The following variables affect Pegalwali's performance (Mangkunegara, 2019): 1) Internal factors in Kalryalwaln, namely factors that originate from Kalryalwaln as a

legal entity such as low levels of human resources in local traffic; 2) Internal organizational environmental factors, namely factors originating from the environmental safety of the workplace such as working minerals, facilitation, and so on; 3) External organizational environmental factors, namely supporting factors that are internal to the external work environment such as social relations within the government

The study's findings demonstrate that the competency variable significantly and favorably affects the productivity of Pagar Alam City PUPR Service staff members. A count value of 3,444 was obtained based on the partial statistical test (t-test) findings for the work motivation variable; this value is more than the t-table value of 1,985. Encouraged by the sig value of 0.002, which indicates that the value is less than the significance level of 0.05, it may be concluded that competency has a substantial and somewhat favorable impact on employee performance. The findings of this study are consistent with those of earlier studies, specifically (Anjani, 2019). The study's findings support the notion that worker motivation at work can affect output. As to Triastuti (2018), competence can be more accurately described as an individual's fundamental traits that are associated with their efficacy in their line of work. According to Rusvitawati et al (2019), competence is comprised of certain essential behaviors required to fulfil specific responsibilities to generate satisfying results or performance.

The Influence of Work Motivation on Employee Performance

Motivation is the supply of a driving force that generates passion for a person's work so that they may collaborate, work successfully, and be integrated with all of their efforts to obtain fulfilment (Nur et al., 2019). The primary factor that motivates someone to work is their motivation. Fauzi & Irviani (2018) defines motivation as an irritating, inescapable process that a human goes through to continuously pursue a goal. Motivation is defined by (Hamali, 2018) as the desire in an individual's energy that is focused on accomplishing a goal. Action and motivation are always the same.

The findings of the study demonstrate that the work motivation variable significantly and favourably affects the productivity of the Pagar Alam City PUPR Service staff. A t-count value of 7.490 was found based on the partial statistical test (t-test) findings for the work motivation variable; this value is higher than the t-table value of 1.985. Supported by the sig value of 0.002, which indicates that the value is less than the significance level of 0.05 and indicates a meaningful, if partially positive, relationship between employee performance and work motivation. The findings of this study are consistent with those of earlier studies, specifically (Anjani, 2019). The study's findings support the notion that worker motivation at work can affect output.

The Influence of Competency and Work Motivation on Employee Performance

The study's findings demonstrate that the work motivation and competency variables significantly and favorably affect the productivity of Pagar Alam City PUPR Service Employees. The regression model's modified R Square value is 0.813. This demonstrates that, whereas other factors outside of competency and motivation account for 18.7% of the difference in performance, competency and motivation together account for 81.3% of the performance variance. The findings of this study are consistent with those of earlier studies, such as those conducted by Kasmir (2016), which demonstrated the beneficial effects of competence and work motivation on worker performance.

Regarding research Danila & Kore (2019) found that employee performance in the public works service of South Sumatra Province Highways is influenced by both competence and motivation. According to the research findings, it is established that job motivation and competence have a favorable and substantial impact on performance. This is because knowledge is the fundamental building block for being able to contribute well to the service, increase work effectiveness, assist employees in reaching service goals, and do so with high competence. In addition, the more competent an employee is, the more successful they will be in providing the service, and the more motivated they will be to work. The worker's performance will be better. The impact of competency and job motivation on employee performance was investigated by Fahrizal et al. (2020). The study's findings demonstrated how employee performance at PD was impacted by both job motivation and competency factors Bank Buleleng 45 of BPR.

D. Conclusion

Based on the results of the hypothesis analysis test in the previous chapter, several things can be concluded from this research, 1) Competency Variation has a positive and significant effect on the performance of Pagar Alam City Public Works and Spatial Planning Department employees; 2) Work motivation has a positive and significant effect on the performance of Pagar Alam City Public Works and Spatial Planning Department employees; 3) Work Motivation and Competency have a positive and significant effect on the performance of Pagar Alam City Public Works and Spatial Planning Department employees.

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