

THE EFFECT OF COMPETENCE, DISCIPLINE AND MOTIVATION TO PERFORMANCE FUNCTIONAL OFFICIALS IN THE MINISTRY OF ENVIRONMENT AND FORESTRY IN SOUTH SUMATRA PROVINCE

Submission date: 21-Dec-2020 09:34AM (UTC+0700)
by Muhammad Idris

Submission ID: 1479864352

File name: 2927-Article_Text-5633-1-10-20201214.pdf (470.27K)

Word count: 7142

Character count: 39801

PalArch's Journal of Archaeology of Egypt / Egyptology

THE EFFECT OF COMPETENCE, DISCIPLINE AND MOTIVATION TO PERFORMANCE FUNCTIONAL OFFICIALS IN THE MINISTRY OF ENVIRONMENT AND FORESTRY IN SOUTH SUMATRA PROVINCE

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**Muhammad Idris^{1*}, Choiriyah², Afan Absori³: The Effect Of Competence, Discipline
And Motivation To Performance Functional Officials In The Ministry Of Environment
And Forestry In South Sumatra Province-- Palarch's Journal Of Archaeology Of
Egypt/Egyptology 17(6). ISSN 1567-214x
Keywords: Performance, Competence, Discipline, Motivation, Functional Officials**

ABSTRACT

Performance is affected by a few variables counting competence, motivation and discipline. The reason of this think about was to look at the impact of competence, discipline and motivation on the performance of functional officials at the Ministry of Environment and Forestry in South Sumatra Province. The nature of this study is correlational using a sample of 104 respondents. Using three independent variables and one dependent variable, data collection techniques were carried out using questionnaires and interviews and direct observation in the field. As a research instrument used validity test, reliability test, data normality test, heteroscedasticity test, and multicollinearity test. The analytical method uses the determinant coefficient test, the F test, and the t test. The result of the research R square value of 0.466 means that the independent variable (X) influences the dependent variable (Y) of 46.6%. Fcount value 29.045 > Ftable 2.69 and sig value 0.000 < 0.05, so that competency, discipline and motivation together have a significant effect on the performance of functional officials at the Ministry of Environment and Forestry in South Sumatra Province. Partially, competence has a significant effect on the performance of the value of t 2.563 > t table 1.987 and sig 0.012 < 0.05. Discipline has a significant effect on the performance of tcount 2.576 > t table 1.987 and sig 0.011 < 0.05. Motivation did not have a significant effect on the performance of the tcount of 1.946 < ttable 1.987 and sig 0.055 > 0.05. In the practical aspects of this study as input for functional officials and employee coaching material for performance improvement academically become a reference for further research.

1. Introduction

The sustainability of functional officials' performance at the Ministry of Environment and Forestry in South Sumatra Province based on phenomena obtained in the field is still experiencing many obstacles so that functional officials' performance is not yet optimal. One tangible indicator that can serve as a benchmark for the performance of functional officials is the value

of credit score achievement. Many functional officials whose credit scores have not yet reached the required minimum value.

Phenomenon that indicates competency is seen by functional officials lacking understanding of the substance of their work, where the completion of tasks is only handled by a few employees, both individually and in teams, so that tasks tend to be concentrated on those who are judged to have competence in terms of ability, skills and skills, while some others work improvised without clear patterns and goals. Some employees cannot describe the results of work, compile activity plans, make reports, have not been able to operate smoothly supporting work tools such as computers and GPS.

As a result of observation, researchers find out about work discipline in functional officials with employees coming in late or just filling in the absences coming and absent back then not being in the office full time without information or reporting. In terms of work standards there are still employees who procrastinate and are unable to complete tasks on time. Monthly absenteeism data for 2018 shows that accumulation of late events from all employees ranges from 8.12% -10.25%, this is still relatively high because late events should be 0% or no delay.

The motivational phenomenon that occurs in senior employees with long tenure begins to decline because it is already impossible to achieve higher positions. Motivation of employees to work is limited to financial satisfaction in the adequacy of daily life and seems to be only satisfied with the status of a Civil Servant with a fixed salary. There is a saturated atmosphere that afflicts employees so they do not have the initiative and totality at work. The results of the initial interview with the staffing portion of the income earned by employees is still relatively the same which is based on rank, tenure, position and periodic salary increase. Employees with the rank, length of employment, position the same then it will get the same income. Income is not entirely based on work performance and restoration. Based on this reason, researchers felt interested in conducting research that had a topic on " Effect of competence, discipline and motivation to performance functional officials in the ministry of environment and forestry in south sumatra province " .

Research purposes.

1. To decide the impact of competence, discipline and motivation together on the performance of functional officials at the Ministry of Environment and Forestry in South Sumatra Province.
2. To decide the impact of competence, discipline and partial motivation on the performance of functional officials at the Ministry of Environment and Forestry in South Sumatra Province.

Identification of problems.

Based on the research objectives, the problem identification in this study are :

1. How does competency, discipline and motivation together influence the performance of functional officials at the Ministry of Environment and Forestry in South Sumatra Province.

2. How does competence influence the performance of functional officials at the Ministry of Environment and Forestry in South Sumatra Province.

3. How to discipline the performance of functional officials at the Ministry of Environment and Forestry in South Sumatra Province.

4. What is the effect of motivation on the performance of functional officials at the Ministry of Environment

Based on the identification of research problems, the formulation of the problem in this research are:

1. How does competency, discipline and motivation together influence the performance of functional officials at the Ministry of Environment and Forestry in South Sumatra Province.

2. How to partially influence competence, discipline and motivation on the performance of functional officials at the Ministry of Environment and Forestry in South Sumatra Province.

2. THEORETICAL BASIS A . Theory

1. Performance

a. Definition of Performance

According to Robbins (2014, p.36) management is coordinating and overseeing the activities of others so that their activities are completed efficiently and effectively.

According to Supardi (2014, p. 54), employee performance is the ability and success of employees in carrying out the tasks given by the leadership. Etymologically, performance comes from the word *work performance (performance)*. As stated Wibowo (2016, p. 7) that performance comes from the notion of *performance*. There are also those who give an understanding of performance as work results or work performance. In any case, the actual performance has a broader meaning, not only about the result of work, but counting how the work is handled. Performance according to Rivai (2013, p. 604) may be a complete view of the state of the company over a certain period of time, is the result of achievements that are influenced by the company's operational exercises in utilizing the resources had. Performance may be a common term utilized for a few or all activities or exercises of an organization in a period with reference to a number of measures such as past or anticipated costs, on the premise of proficiency, obligation or responsibility of administration and the like.

According to Stoner (2011, p. 88), performance is work performance generated by employees or actual behavior that is displayed according to its role in the organization. According to Ruky (2012, p. 56), performance is a set of results achieved and refers to the achievement and implementation of the work requested. Performance is the result of work both qualitatively and quantitatively over a certain period of time, generated by a functional official in order to achieve the objectives expected by the organization, using assessment credit points are rated based on the implementation of tasks corresponding to job descriptions of the Ministry of Environment and Forestry Province South Sumatra.

b. Factors Performance

According to Wibowo (2011 , p. 134) Factors that affect performance are as follows:

a) Personal Factors

Personal factors, which consist of individual abilities, job satisfaction, motivation and commitment.

b) Leadership Factors

The leadership factor consists of the quality of encouragement, guidance, and support provided by leaders and other leaders.

c) Team Factors

The team factor, which consists of the quality of support provided by colleagues.

d) System Factors

System factors, which consist of work systems and facilities provided by the organization.

e) Situational Factors

Situation factors, which consist of internal and external environmental pressures and changes.

c. Performance Indicator

According Mangkunagara (20 12, p. 75) stated that work performance indicators namely:

a) Quality of Work

Quality of work is how well an employee does what he or she is supposed to do.

b) Work Quantity

The amount of work is how long an employee works in one day. This work amount can be seen from the speed of work of each employee respectively.

c) Execution of Tasks

Execution of tasks is how far employees are able to carry out their work accurately or there are no mistakes.

d) Responsibilities

Responsibility for work is an awareness of the obligations of employees to carry out the work given by the agency .

2. Competence

a. Understanding Competence

Competence according to Spencer cited by Moehariono, (2014, p. 5) can be characterized as the fundamental characteristics of a individual related to the adequacy of person execution in his work. According to Suhariadi, (2013, p. 40) competence can too be interpreted as a smart, full duty that's claimed by somebody as a condition to be considered able by the community in carrying out assignments in certain areas of work competence can also be interpreted as a smart, full responsibility that is owned by someone as a condition to be considered capable by the community in carrying out tasks in certain fields of work . According to Wibowo (2016 , p.271) competence is an capacity to errand based on abilities and information and is upheld by the work demeanor required by the work. Meanwhile, according to Daryanto (2013 , p.4) explains competence is the ability to do something whose dimensions include

knowledge, attitudes, and skills. Knowledge, skills and attitudes through basic values that are reflected in the habits of thinking and acting.

According to Majid (2005, p.6) explains the competencies possessed by each employee will show the quality of employees in work. The competence will be realized in the form of mastery of knowledge and professionals in carrying out their duties. While Charles in Mulyasa (2011, p.25) contends that : competence is levelheaded behavior to attain the specified objectives in understanding with anticipated conditions (Maseleno et al., 2019). Competence can be interpreted as an ability that is its dimensions include the knowledge, skills and self-concept possessed by functional officials at the Ministry of Environment and Forestry in South Sumatra Province.

b. Factors That Affect Competence

Competence is an ability that can be influenced by other factors, Wibowo (2010, p. 102) revealed that there are several factors that can affect competence, including 1). Confidence and n use values-values,2). The skills, 3). Experience,4). Personality Characteristics, 5). Emotional Issues, 6). Intellectual Capability

c. Competency Indicator

Dimensions and indicators in competence, according to Moehariono (2014, p. 5) which are used as operational variables , 1). Knowledge , 2). Skills , 3). Self concept , 4). Character and, 5). Motif.

3. Discipline

a. Understanding Discipline

According to Hasibuan (2013) the better employee work discipline, the higher work performance can be achieved. Sulistiyani (2009, p. 29), discipline is a form of employee self-control and regular implementation and appears the level of earnestness of work groups in an organization. While Arifin (2009, p. 2), states that discipline is an aspect of life that must exist in society.

According to Handoko (2012, p.238) that work discipline is the willingness of someone who arises with his own awareness to follow the rules that apply in the organization. Meanwhile, according to Larerner (2015, p.71) work discipline when employees arrive on time, use office equipment with a sense of responsibility, satisfying work results and when working with high spirits. Based on the conclusion of Keiht Davis, work discipline can too be interpreted as the usage of administration to fortify organizational rules. Regulations are needed to supply direction and counseling for agents in making extraordinary educate within the company. With great teach, morality, work resolve, effectiveness, and work viability of representatives will increment. This will back the accomplishment of company, employee and community objectives.

Based on some of the above understanding disciplines , it can be concluded that discipline is an mindfulness and readiness to comply all pertinent

directions since of the obligations and it is held by useful authorities ¹ at the Ministry of Environment and Forestry in South Sumatra Province.

b . Discipline Approach of worker

There are three concepts in the implementation of disciplinary action by Rival (2013 , p. 826) , the rules of the furnace heat (*hot stove rule*), progressive disciplinary action (*progressive discipline*), and positive disciplinary action (*positive discipline*).

c . Dimension of Discipline

According to Malay (2012, p. 47) dimension of discipline includes the presence in the office , how to dress, punctuality in completing the work, the type of work / tasks performed, the purpose of labor discipline, the factors supporting discipline, reward and punishment, Mo s uaian work plan and realization.

d . Indicators of Discipline worker

Rivai (2013 , p. 825) explains that indicators that ⁶ influence the level of employee discipline in an organization, including: 1). Presence , 2). Compliance with work regulations , 3). Compliance with work standards , 4). High level of vigilance , and 5). Work ethically

4. Motivation

a . Definition of Motivation

According to Malayu (2014 , p.141), motivation concerns how to direct the power and potential of subordinates, so that they want to work productively effectively to achieve and realize the objectives set, while according to Hariandja (2009 , p.320) motivation is as a factor factors that direct and encourage the behavior or desire of a person to carry out an activity expressed in the form of a hard or weak business.

According to Winardi (2007 , p.1), motivation comes from the word *motivan* which means to move. Motivation is the result of a number of forms that are inside or outside to an person, which causes the emergence of an attitude of enthusiasm and persistence in terms of carrying out certain activities. Meanwhile, according to Anwar (2013, p.288), work motivation is the process of influencing or encouraging a person or group so that they want to carry out something that has been set. Other than motivation as a willingness to spend a high level of effort towards organizational objectives that are conditioned by the capacity of the effort to meet something individual needs.

Based on this understanding, it can be concluded that motivation is a process or encouragement both originating from external and internal factors that influence a person to carry out an activity or act in order to fulfill his desires to achieve certain goals held by functional officials at the Ministry of Environment and Forestry in South Sumatra Province.

b . Motivation Theory

Motivation theory is basically divided into two, namely satisfaction motivation theory and process motivation theory, namely Satisfaction Motivation Theory, Hieraki Theory of Needs, David McClelland's Theory, Process Motivation Theory. According to Rosidah (2012, p. 242) The approach used in this theory is the kausatilas (cause-effect) approach of how a person works and the results he gets.

c. Motivation Indicators

According to Uno (2009, p.73) dimensions and indicators of work motivation can be grouped as follows:

1. Internal Motivation ,

Internal motivation has its own assessment indicators namely Responsibilities in carrying out tasks, Carry out tasks with clear targets, Having clear and challenging goals, There is feedback on the results of the work, Having a sense of pleasure at work, Always try to surpass others, Strengthened achievement of what he did.

2. External Motiavis

Internal motivation has its own assessment indicators namely Always trying to meet the needs of life and work needs, Happy to get praise from what he did, Work by wanting to get incentives, Work with the hope of getting the attention of friends and superiors.

B. Prior Research

1. Research conducted by Rifai (2012), entitled **The Effect of Motivation and Competence on the Performance of** Muara Enim Forestry Service Employees, The population in the study was 221 employees. The sampling technique in this study was using a random sampling with a number of respondents 142 employees of the Forest Service of Muara Enim District with a descriptive method technique with a quantitative approach with a questionnaire as a data collection tool that has a significant influence on motivation and competence, together or partially on performance.

2. Research conducted by Harlie (2012), entitled **The Effect of Work Discipline, Motivation and Career Development on the Performance of Civil Servants in the Tabalong Regency Government in Tanjung Kalimantan Selatan**, the population numbered as many as 43 people, with a total sampling technique that is a total sampling of total existing population, data analysis techniques used in this study are multiple regression analysis methods, disciplinary and motivational research results have a critical impact on execution partially, Harlie research results can be concluded that discipline and motivation have a critical impact on execution partially.

3. Research conducted by Afrilliana (2016), entitled **The Effect of Motivation and Discipline and Work Environment on the Performance of Regional Secretariat Employees of Ogan Komering Ilir Regency**. The research method used is a descriptive method with a quantitative approach and uses multiple regression analysis, the sampling in this study is the sampling technique, which is taking a portion of the population of 155

teachers from 255 people. 2 The results of the study have a significant influence on motivation and discipline as well as the work environment on performance.

4. Research conducted by Atmawijaya (2012), entitled The 1 Effect of Motivation and Discipline and the Work Environment on the Performance of Ogan Komering Ilir Regional Secretariat Employees. From the overall results, there is a motivation regression coefficient showing a positive sign on performance, a disciplinary regression coefficient that shows a positive sign that is very positive affect performance, the results of Atmawijaya research, together and partially there is a significant influence between motivation and discipline, on performance.

5. Research conducted by Marliza (2015), entitled The Effect of Leadership, Motivation, and Competence, as well as the Work Environment on Lecturer Performance at Musi Rawas University, research was conducted with a quantitative descriptive approach, data collection techniques using questionnaire methods. The population used by all employees is 40 people. Data analysis was performed by calculation of 2 statistics with SPSS software. The results of Marliza's research on motivation and competence have a significant effect on performance.

6. Research conducted by Irawan (2016), entitled The Effect of 3 Competence and Work Environment on Employee Performance at Pt 2 resol Indo Prima Palembang, the results of the Competency Coefficient have a strong and 3 significant influence on performance. The results of Irawan's research, There is the effect of competence on performance.

7. Research conducted by Hoirin (2012), entitled The Effect of 1 Motivation and Training on the Performance of Extension Workers at the Musi Regency Family Planning Agency, The research subjects in this study were 15 family planning employees in Musi Banyuasin Regency, types of data and data sources used in this study using primary data obtained from interviews and respondents' answers, while 4 the variables in this study are independent variables, namely Motivation (X1) and Training (X2) and the dependent variable 3 Employee performance (Y), the results of Hoirin's research, motivation has a significant effect on performance.

8. Research conducted by Deni (2014), entitled The Effect of Education and Training, Motivation, and Organizational Culture on the Performance of Palembang Class I Navigation District Employees, The population in the study was 88 people, with a total 4 sampling technique that is a total sampling of the total population Existing, data analysis techniques used in this study are multiple regression analysis methods. The results of Deni's research, there is a significant influence of work motivation on performance.

9. The research conducted by Mindari (2015), entitled The Effect of 1 Motivation, Work Discipline and

Organizational Culture on Employee Performance at the Rahmany Sekayu Foundation, the results of the Avoid research have a disciplined influence on performance. The results of the Avoid, research, motivation and discipline have a positive and significant effect on performance.

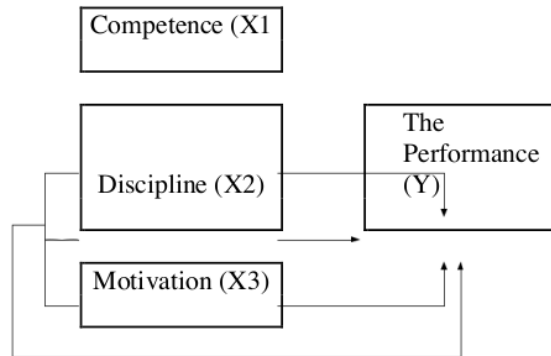
10. Research conducted by Hidayat and Taufiq (2012), entitled The Impact of Work Environment and Work Teach and Work Inspiration on Representative Execution of Territorial Water Company Workers, The population and sample in this study were all Company Employees as many as 37 people. This research is a poulasi study in which all populations are sampled because the number is less than 100. The results of motivation research affect performance, and Discipline and motivation affect performance.

11. Research conducted by Sriwidodo and Agus (2010), entitled The Effect of Competence, Motivation, Communication and Welfare on the Performance of Education Office Employees. From overall competency results have a positive and significant effect on performance, motivation of value has a positive and significant effect on performance. The result from the research of Sriwidodo and Agus, Competence and motivation have a positive and significant effect on performance

12. Research conducted by Dhermawan et al (2012), entitled The Impact of motivation, Work Environment, Competence, and Emolument on Work Fulfillment and Representative Execution in Bali Territory Open Works Office. From the overall results there is an analysis using Structural Equation Modeling (SEM) Hypothesis which states that competence has a significant effect on employee performance. The hypothesis which states motivation has a significant effect on. The results of the study by Dhermawan et al. Motivation and competence have no significant effect on performance.

C. Framework for Thinking

The framework for this research ¹ to find out whether there is a positive influence of competence, work discipline and motivation on the work performance of functional officials at the Ministry of Environment and Forestry in South Sumatra Province, shown in Figure 1 below.



Source: Author's ideas based on Wibowo (2011) and Hasibuan (2013) theories

FIG . 1 . Framework

D . HYPOTHESIS

Researchers can formulate this research hypothesis as follows : ¹

1. There Influence of competence, disipline and motivation together on the performance of functional officials at the Ministry of Environment and Forests in South Sumatra Province .

¹ There Influence of competence, disipline and motivation are partial to the performance of functional officials at the Ministry of Environment and Forests in South Sumatra Province .

3. METHOD OF RESEARCH ODE

1. Types of research.

According to the nature of this research problem is k orelasiional. According to Suryana (2010, p. 37) correlational research aims to examine the extent to which a variable in one factor is related to another variable based on the correlation coefficient. Whereas based on the objectives included in the Exploratory research is research that highlights the relationship between variables. Meanwhile, according to S⁵giyono (2014, p.131) the design used in discussing between variables in research uses a quantitative approach that is one of the scientific search efforts (*scientific inquiry*) that takes place briefly, limited by sorting out the problem into parts that can be measured using instruments (data collection tools) that produce numerical data (numbers) through the analysis process using statistical techniques to reduce and classify data and determine relationships so as to produce a conclusion that can be generally accepted .

2. Analysis Method

¹his research uses analysis method through data test, which consists of data normality test, data

linearity test. The test model consists of multicollinearity test, heterokedasticity test. The analytical model used in this study is multiple linear regression analysis. Based on the problems and hypotheses proposed, the statistical analysis technical tool used is linear regression analysis, the analysis model used in the study are:

$$= \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + e$$

Information :

Y = Work Performance

β_0 = Constant

$\beta_1, \beta_2, \beta_3$ = Coefficient Variable multiple linear regression X_1, X_2, X_3

β_1 = Competence

β_2 = discipline

β_3 = Motivation

e = error of term

Determinant Coefficient Test (R^2),

Testing coefficient is used to determine how much the contribution of independent variables can explain related variables. Value *coefficient determinain* seen from the value of *R square* (R^2). If $R^2 = 0$, then there is no iota of influence given to the independent variables related variables.

3. F Test (Joint Test),

F Test is used to test the effect of competency, discipline and motivation variables together on the performance of functional officials at the Ministry of Environment and Forestry in South Sumatra Province.

Determine the hypothesis formula

H₀ : There is no influence of competence, discipline and motivation together on the performance of functional officials at the Ministry of Environment and Forestry in South Sumatra Province.

H_a: No influence of competence, discipline and motivation together to the k inerja functional officials at the Ministry of Environment d late Forestry in South Sumatra Province .

4. **Test (Partial Test)**, t test was used to test the positive influence of variable competence, discipline and motivation partially on k inerja functional officials at K ementerian L ingkungan H cohobited and K Stripper in South Sumatra Province.

Hypothesis Formulation :

H₀: there is no influence of competence, discipline and motivation partially on k inerja functional officials at K ementerian L ingkungan H cohobited and K Stripper in South Sumatra Province .

1
Ha: No influence of competence, discipline and motivation partially on k
inerja functional officials at K ementerian L ingkungan H cohabited and K
Stripper in South Sumatra Province .

6. Research Location .

1
The location of this research was conducted at the Ministry of Environment
and Forestry in South Sumatra Province. This research was conducted from
January to June 2019.

7. Population and Sample

1
The population used in this research is the source of functional officials at
the Ministry of Environment d late Forestry in South Sumatra Province.
The population in this study was 139 functional officials. Samp e l
calculated with the formula slovin with an error rate of 5% the total sample
of 104 people Sampling was conducted in March 2019.

4. RESULTS

1. Testing Process

a . Regression Analysis Model Results

Table 1. Regression Test Results

		Coefficients ^a										
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics		
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VF	
1	(Constant)	10,550	1,915		5,509	,000						
	KOMPETENSI	,329	,128	,298	2,563	,012	,624	,248	,187	,395	2,531	
	DISIPLIN	,279	,108	,307	2,576	,011	,632	,249	,188	,375	2,666	
	MOTIVASI	,280	,144	,173	1,946	,055	,495	,191	,142	,678	1,475	

a. Dependent variable: Performer

Source: SPSS Data Processing Results 20

From T abel 1. The above can be seen that the value of Constanta ()
amounted to 10.550, the value of ₁ (competence) of 0.329, the value of ₂
(discipline) of 0.279, and the value of ₃ (motivation) of 0.280. So we get the
multiple linear regression equation as follows:

$$Y = 10,550 + 0,329X_1 + 0,279X_2 + 0,280X_3 + e$$

b . Coefficient Test Results determ in a n (R 2)

		Model Summary ^b							
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	,682 ^a	,466	,450	3,243850	,466	29,045	3	100	,000

Table 2. Determinant Coefficients

a. Dependent variable: Performer

b. Predictors (constant): Motivation, Competence, Discipline

Source: Results of Data Processing with SPSS 20

Based on T abel 2 coefficient determinant or R Square (R 2) is 0.466 and
not equal to zero so that the independent variable (X) has a contribution
influence on the dependent variable (Y) amounted to 46.6%. So it can be
interpreted that the work competency variable (X 1), work discipline
variable (X 2) and work motivation variable (X 3) simultanly (jointly)
affect the work performance variable (Y) of 46.6%. While the remaining

53.4% (100% - 46.6%) is influenced by other variables not examined such as leadership, organizational culture, job satisfaction, and so on. The magnitude of the correlation coefficient (R) with a value of 0.682 indicates that the correlation between the variables of work competence, work discipline, and work motivation to work performance is strong.

c. Test F (Test Together)

The results of the F test (joint test) are used to determine the effect of the independent variables together on the dependent variable shown in the following ANOVA table:

Table 3 . F Test Results (Joint Test)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	916,876	3	305,625	29,045	,000 ^b
	Residual	1052,256	100	10,523		
	Total	1969,132	103			

a. Dependent variable: Performment

b. Predictors (constant): Motivation, Competence, Discipline

Source: Results of Data Processing with SPSS 20

Based on T abel 3. The obtained value of F arithmetic amounted to 29.045. While the F table value for 99.95% confidence value is obtained by using the formula $F_{table} = F(k; nk) = F(3; 104-3) = F(3; 101) = 2.69$. Thus the calculated F value (29.045) is greater than the F table (2.69). While seen from the significance value for the influence of the independent variables simultaneously on the dependent variable is equal to $0,000 < 0.05$.

The above results produce conclusions to reject H_0 and accept H_a . So that means that there is the influence of competence (X 1) discipline (X 2) and motivation (X 3) jointly against k inerja work (Y) functional officials at the Ministry of Environment d late Forestry in South Sumatra Province .

d. T test (Partial Test)

The results of the t test (partial) are used to determine the effect of the independent variables individually on the dependent variable shown in the following coefficient table:

Table 4. T Test Results (Partial)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics		
		B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF	
1	(Constant)	10,550	1,915		5,509	,000						
	KOMPETENSI	,329	,128	,298	2,563	,012	,624	,248	,187	,395	2,531	
	DISIPLIN	,279	,108	,307	2,576	,011	,632	,249	,188	,375	2,666	
	MOTIVASI	,280	,144	,173	1,946	,055	,495	,191	,142	,678	1,475	

a. Dependent variable: Performment

Source: Results of Data Processing with SPSS 20

Based on T abel 4 obtained value of t arithmetic competence variable of 2.563, 2.576 and discipline variables of motivation variable of 1.946. While the value of t table for the value of $\text{sig } \alpha = 0.05$ is obtained by using the

formula t table = $t (\alpha / 2; nk-1) = t (0.05 / 2; 104-3-1) = t (0.025; 100) = 1.987$.

While the sig values of each variable are 0.012 competence variable, 0.011 discipline variable, and 0.055 motivation variable. The competency and discipline variables have sig <0.05, and motivation have sig > 0.05. Based on the results above with reference to the criteria, it can be concluded that:

1. Variable job competence (X 1) with a value of t count 2,563 > t tabel 1,987 and sig 0.012 <0.05, then there is a significant effect of job competence (X 1) partially on work performance (Y) functional officer at the Ministry of Environment and Forestry in South Sumatra Province.

2. Variable labor discipline (X 2) the value of t count 2,576 > t tabel 1,987 and sig 0.011 <0.05, then there is a significant effect of labor discipline (X 1) partially on work performance (Y) functional officer at the Ministry of Environment and Forestry in South Sumatra Province..

3. Variable work motivation (X 3) with value of t arithmetic 1.946 < t tabel 1.987 and sig value 0.055 > 0.05, then there is no significant effect of work motivation (X 3) partially on work performance (Y) functional officer at the Ministry of Environment and Forestry in South Sumatra Province.

5. Discussion

1. The Effect of Competence, Discipline and Motivation Together on Performance

Based on the test results statistically, it was found that simultaneously the independent variables (competence, discipline, and motivation) influenced the dependent variable (performance). Given the influence of the three variables is positive meaning that the higher the variable competence, discipline, and motivation, the higher the performance variable functional officer at the Ministry of Environment and Forestry in South Sumatra Province.

2. Effect of Competence (X 1) on Performance (Y)

Partial influence of competency variables on performance has a significant positive effect on performance. The magnitude of the influence of competence (0.329 or 32.9%), the largest compared to two variables (discipline and motivation). This is because management has given great attention to the competence of functional employees. At every promotion, functional officials are required to take competency tests to ensure that their competencies are appropriate. Besides that, employees who have competence will be more effective and efficient way of thinking and acting in supporting performance.

3. Effect of Discipline (X 2) on Performance (Y)

Partial work discipline has a significant positive effect. The magnitude of influence is 0.279 or 27.9%. This value is the smallest compared to the other two independent variables but the discipline variable has the biggest t-count compared to the other variables. This is because discipline is basically a rule that is applied equally to all employees, compared to the competency variable which of course each employee and each level of office is different.

4. Effect of Motivation (X 3) on Performance (Y) 1

There was no significant effect of partial work motivation on the work performance of functional officials at the Ministry of Environment and Forestry in South Sumatra Province. Employees realize that the income they get is determined by the existing regulations so that even though their performance is improved the income will remain the same. Salary increases are based on years of service and rank.

6. CONCLUSION 1

1. There is a significant influence of competency, discipline and motivation variables together on the performance of functional officials in the Ministry of Environment and Forestry in South Sumatra Province.
2. There is a positive and partially significant effect on the competency variable on the performance of functional officials in the Ministry of Environment and Forestry in South Sumatra Province.
3. There is a positive and partially significant effect of the disciplinary variable on the performance of functional officials in the Ministry of Environment and Forestry in South Sumatra Province.
4. There is no significant partial effect of motivation variables on the performance of functional officials in the Ministry of Environment and Forestry in South Sumatra Province.

Based on the conclusion the researcher gives the *first* recommendation , competency, discipline, and motivation need improvement efforts . *Second* , it is necessary to conduct research and studies to find out other variables that affect the performance of functional officials in the Ministry of Environment and Forestry in South Sumatra Province.

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