

THE INFLUENCE OF WORK COMPETENCE AND DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE MINISTRY OF TRANSPORTATION DIRECTORATE GENERAL OF SEA TRANSPORT OFFICE OF CLASS III PORT ORGANIZATION UNIT RIVERSIDE LUMPUT

Sugeng Mianto Fane¹, Sukaria Darmawan², Kukuh Widiatmoko³

^{1,2,3} University of Palembang Indonesia

Jl. Darmapala No.1A, Bukit Besar, Kec. Ilir Bar. I, Kota Palembang, Sumatera Selatan 30139

Email : sukariadarmawan@unpal.ac.id

Abstrak

Tujuan dari penelitian ini adalah untuk mengetahui pengaruh kompetensi dan disiplin kerja terhadap kinerja pegawai di Kementerian Perhubungan Direktorat Jenderal Perhubungan Laut Kantor Unit Penyelenggara Pelabuhan I Sungai Lumpur II. Permasalahan dalam penelitian ini adalah, “Apakah kompetensi dan disiplin kerja berpengaruh secara parsial dan simultan terhadap kinerja?” Pengujian hipotesis menggunakan analisis regresi linier berganda, melalui uji T dan uji F, dengan maksud untuk mengetahui pengaruh variabel independen terhadap variabel dependen pada tingkat kepercayaan 95% ($\alpha = 0,05$). Hasil pengujian pada uji T pada variabel kompetensi berpengaruh positif terhadap kinerja, terlihat nilai t hitung ($5,287$) > t tabel ($2,032$) dan signifikansi ($0,00$) di bawah atau lebih kecil dari $0,05$, sedangkan pada variabel disiplin kerja berpengaruh positif terhadap kinerja, terlihat nilai t hitung ($3,062$) > t tabel ($2,032$) dan signifikansi ($0,00$) di bawah atau lebih kecil dari $0,05$, sedangkan pada variabel disiplin kerja berpengaruh positif terhadap kinerja, terlihat nilai t hitung ($3,062$) > t tabel ($2,032$) dan signifikansi ($0,00$) di bawah atau lebih kecil dari $0,05$. Pada pengujian pada uji F pada variabel kompetensi dan disiplin kerja berpengaruh positif terhadap kinerja, terlihat nilai F hitung ($6,616$) > F tabel ($3,252$), dan signifikansi ($0,01$) di bawah atau lebih kecil dari $0,05$.

Kata Kunci : Kompetensi, disiplin kerja & kinerja

Abstract

The purpose of the research is to find out the influence of competence and work discipline on the performance of employees in the Ministry of Transportation of the Directorate General of Marine Transportation Office of the II Sungai Lumpur Port I organization Unit. The problem in this study is, “Are the competence and discipline of work partially and simultaneously to performance?” Hypothesis testing uses multiple linear regression analysis, through the T-test and the F-test, with the intention to determine the effect of independent variables on dependent variables at a 95% confidence level ($\alpha = 0.05$). The results of the test on the T-test on the competency variable have a positive effect on performance, the visible value of t count (5.287) > t table (2.032) and significance (0.00) below or smaller than 0.05 , while in the disciplinary variable the work has a positive effect on performance, the visible value of t count (3.062) > t table (2.032) and significance (0.00) below or smaller than 0.05 . In testing on the F test on the competence of the variables of the work discipline and has a positive effect on performance, the visible value of Fhitung (6.616) > F table (3.252), and significance (0.01) below or smaller than 0.05 .

Keywords: Competence, work discipline & performance

1. Introduction

The smooth implementation of government duties and national development depends on the perfection of the state apparatus, especially civil servants (PNS). Therefore, in order to achieve the goal of national development, namely realizing civil society and obeying the law, modern, democratic, prosperous, just, and high moral, it is needed that civil servants, who are elements of the state apparatus that serve as servants and community servants.

Civil servants are positioned as elements of the state apparatus that is in charge of providing services to the community in a professional, honest, fair, and equal manner in the implementation of state duties,

government, and development to the community based on loyalty and obedience to Pancasila and the 1945 Constitution. Implementation of the task well, it is necessary to foster employees directed to improve the quality of human resources in order to have attitudes and behaviors that are in the direction of devotion, honesty, responsibility, discipline, and authority so as to provide services according to the demands of community development.

Performance is an important thing that must be achieved by every agency because performance is a reflection of the ability of agencies to manage and allocate their employees; therefore, the performance of employees has a very important influence on the

implementation of agency activities and influences the process of achieving agency goals.

The importance of the performance of existing employees in the Ministry of Transportation of the Directorate General of Marine Transportation Office of the Port Implementation Unit of Class III Mud is very influential on the implementation of the agency's objectives, namely to improve services to the community, especially in the process of supervision and coaching on information needs. Performance is related to the internal problems of the organization, external problems, and problems of the employees themselves. The decline in the performance of the company will always be related to the performance of each employee itself; as stated by Malayu S.P. Hasibuan (2017:294), performance is a result of work that a person achieves in performing the tasks charged to him based on his ability, experience, sincerity, and time. To find out what is the cause of the declining performance of the Ministry of Transportation Directorate General of the Marine Transportation Office of the Port Implementation Unit of Class III Mud, the author pre-surveyed by spreading pre-questioners to employees.

Table 1

Pre-survey results regarding performance
Ministry of Transportation Directorate General of Sea
Transportation
Sungai Lumpur Class III Port Management Unit Office

| Dimensions | Bad | | Good | |
|-----------------------------|-----------|----------------|-----------|----------------|
| | Total (n) | Percentage (%) | Total (n) | Percentage (%) |
| Quality | 11 | 29,73 | 26 | 70,27 |
| Quantity | 14 | 37,84 | 23 | 62,16 |
| Team Work | 12 | 32,43 | 21 | 56,77 |
| Responsibility | 15 | 37,84 | 22 | 59,46 |
| Level of attendance at work | 10 | 27,03 | 27 | 72,97 |

Source: 2023 pre-survey data results

Judging from the results of a pre-survey conducted by the author on 37 respondents at the Ministry of Transportation, Directorate General of Sea Transportation, Class III Sungai Lumpur Port Management Unit Office, it can be seen that those who answered that the quality of performance in the assessment was poor was at the lowest level with a percentage of 27.03%. and the highest bad rating is the level of attendance at work with a percentage of 37.84%. This means that the quality of work of employees of the Ministry of Transportation, Directorate General of Sea Transportation, and Office of the Class III Sungai Lumpur Port Management Unit in achieving organizational targets is still considered to have not achieved the organization's expectations. Ministry of Transportation Directorate General of Sea Transportation Class III River Mud Port Management Unit Office The inconsistency in employee performance that occurs does not simply decrease; there are several factors that influence the performance of the employees themselves, such as internal factors for each employee in the organization, namely factors of employee ability,

employee work discipline and employee competency, motivation, work stress, and compensation. Apart from internal factors, external factors also have an influence on employee performance, such as the work environment, communication, and work culture within the organization. Of course, the organization must pay attention to these factors so that the performance of each employee reaches optimal levels and fulfills the organization's wishes. After conducting a survey of employees, the author ranked the problems that had the greatest influence on the company's performance. The following are the results of the percentage ranking of problems that provide the highest contribution to organizational performance.

Based on the data that the author obtained regarding variables that influence performance, the variables that influence performance at the Ministry of Transportation, Directorate General of Sea Transportation, Class III Sungai Lumpur Port Management Unit Office are the variables of competence and work discipline of employees. Therefore, the author conducted a pre-survey regarding employee competency issues. The following are the results of the pre-survey regarding employee competency.

Table 2

Pre-survey results regarding competency
Ministry of Transportation Directorate General of Sea
Transportation
Sungai Lumpur Class III Port Management Unit Office

| Dimensions | Bad | | Good | |
|------------|-----------|----------------|------------|-----------|
| | Total (n) | Percentage (%) | Jumlah (n) | Total (%) |
| Motive | 14 | 37,84 | 23 | 62,16 |
| Attitude | 10 | 27,03 | 27 | 72,97 |
| Ability | 9 | 24,32 | 28 | 75,68 |
| Knowledge | 11 | 29,73 | 26 | 70,77 |

Based on Table 2 above, it can be seen that the competence of employees of the Ministry of Transportation, Directorate General of Sea Transportation, Class III Sungai Lumpur Port Management Unit Office, still has problems such as incompatibility between the tasks given and the employee's abilities, incompatibility of the position currently occupied with the employee's educational background. This can be seen from the respondents' answers that what is still considered bad is the motive dimension, with an answer percentage of 75.68%.

Not carrying out official duties from superiors without reason. The second factor indicated to have a contribution to performance is the work discipline of employees. To find out what disciplinary problems occur with employees, the author conducted a pre-survey with 37 respondents, namely employees at the Ministry of Transportation, Directorate General of Sea Transportation, Office of the Class III Sungai Lumpur Port Management Unit. The following are the results of the pre-survey of the work discipline variable.

Table 3

Pre-survey results regarding work discipline
Ministry of Transportation Directorate General of Sea
Transportation
Sungai Lumpur Class III Port Management Unit Office

| Dimensions | Bad | | Good | |
|-------------|--------------|-------------------|---------------|--------------|
| | Total (n) | Percentage (%) | Jumlah (n) | Total (%) |
| Presence | 11 | 29,73 | 26 | 70,27 |
| Obedience | 9 | 24,32 | 28 | 75,68 |
| Behavior | 12 | 32,43 | 25 | 67,57 |
| Punctuality | 13 | 23,74 | 24 | 64,86 |

Source: 2023 pre-survey data results

Based on Table 3, it can be seen that employee work discipline is still considered to be not good. This can be seen from the large number of employees who arrive late to the office and take breaks during working hours, and there are still employees who do not obey the rules in the organization. So it can be interpreted that the level of work discipline of employees of the Ministry of Transportation, Directorate General of Sea Transportation, Class III Sungai Lumpur Port Management Unit Office is still not good and the implementation of government regulations regarding the application of work discipline for employees, especially Civil Servants, is still less than optimal.

From the description of the problem above, the author is interested in conducting research with the title "The Influence of Competency and Work Discipline on Employee Performance at the Ministry of Transportation, Directorate General of Sea Transportation, Class III Sungai Lumpur Port Management Unit Office."

2. Literature Review

Competence

According to Sudarmanto (2019:47), competency is defined as knowledge, skills, abilities, or individual personal characteristics that directly influence job performance. Competencies describe the basic knowledge and performance standards required to successfully complete a job or hold a position. According to the State Civil Service Agency (2003), competency is the ability and characteristics possessed by a civil servant in the form of knowledge, skills, and behavioral attitudes required in carrying out their official duties, so that the civil servant can carry out their duties professionally, effectively, and efficiently. In this research, the competency variable will be used to measure competency (Sutrisno, 2018:158). namely work experience, educational background, knowledge, and skills.

Work Discipline

According to Siswanto (2018:67), work discipline is an attitude of respect, appreciation, compliance and obedience to applicable regulations, both written and unwritten and being able to carry them

out and not avoiding receiving sanctions if he violates his duties and authority. According to Rivai (2017:825) that: "Work discipline is a tool that managers use to communicate with employees so that they are willing to change behavior and as an effort to increase a person's awareness and willingness to comply with all company regulations." Singodimenjo in Sutrisno (2018:86) states: "Discipline is an attitude of a person's readiness and willingness to obey and adhere to the regulatory norms that apply around him." According to Sudarmanto (2019: 97), indicators of work discipline are:

- 1) Timeliness:
- 2) Use office equipment properly:
- 3) High responsibility:
- 4) Compliance with office rules

Performance

Performance according to Wilson Bangun (2017, 231) states that performance is the result of work achieved by a person based on job requirements. According to Veithzal Rivai (2017: 549) "performance is real behavior displayed by each person as a work achievement produced by employees in accordance with their role in the company". Another opinion according to Henry Simamora (2015:93) states that employee performance is the level at which employees achieve job requirements. According to Wilson Bangun (2017:233) performance measurement indicators can be measured through:

1. Number of Jobs.
2. Quality of Work.
3. Punctuality.
4. Presence.
5. Collaboration ability.

3. Research Methodology

This research uses associative research, which is to look for the influence or relationship between one variable and another variable. Where there are variables that influence and variables that are influenced. The variables that will be studied are the competency variable as X1, the work discipline variable as X2, and performance as Y. This type of research is quantitative-descriptive. According to Bungin (2015:102), quantitative descriptive research is research that describes, explains, or summarizes various conditions, situations, and phenomena according to events as they are and explained with numbers.

According to the method of obtaining it, this research uses two types of data sources, namely:

- a. Primary Data
Primary data is data obtained directly from employees by giving questionnaires.
- b. Secondary Data
Secondary data is data obtained through document studies from companies, books, journals, magazines and internet sites to support research.

4. Results and Discussion

Validity Test

Table 5
Competency Variable Validation Results (X1)

| No | Competency (X1) | R count | R table | Result |
|----|------------------|---------|---------|--------|
| 1 | X _{1.1} | 0.668 | 0,2026 | Valid |
| 2 | X _{1.2} | 0.745 | 0,2026 | Valid |
| 3 | X _{1.3} | 0.829 | 0,2026 | Valid |
| 4 | X _{1.4} | 0.861 | 0,2026 | Valid |
| 5 | X _{1.5} | 0.668 | 0,2026 | Valid |
| 6 | X _{1.6} | 0.745 | 0,2026 | Valid |
| 7 | X _{1.7} | 0.843 | 0,2026 | Valid |
| 8 | X _{1.8} | .0692 | 0,2026 | Valid |

Source: Data Processing Results (2024)

Table 6
Work Discipline Variable Validation Results (X2)

| No | Discipline (X2) | R count | R table | Results |
|----|------------------|---------|---------|---------|
| 1 | X _{2.1} | 0.555 | 0,2026 | Valid |
| 2 | X _{2.2} | 0.689 | 0,2026 | Valid |
| 3 | X _{2.3} | 0.688 | 0,2026 | Valid |
| 4 | X _{2.4} | 0.661 | 0,2026 | Valid |
| 5 | X _{2.5} | 0.669 | 0,2026 | Valid |
| 6 | X _{2.6} | 0.526 | 0,2026 | Valid |
| 7 | X _{2.7} | 0.688 | 0,2026 | Valid |
| 8 | X _{2.8} | 0.689 | 0,2026 | Valid |

Source: Data Processing Results (2024)

Table 7
Performance Variable Validation Results (Y)

| No | Performance (Y) | R count | R table | Results |
|----|-------------------|---------|---------|---------|
| 1 | Y _{1.1} | 0.641 | 0,256 | Valid |
| 2 | Y _{1.2} | 0.642 | 0,256 | Valid |
| 3 | Y _{1.3} | 0.885 | 0,256 | Valid |
| 4 | Y _{1.4} | 0.829 | 0,256 | Valid |
| 5 | Y _{1.5} | 0.582 | 0,256 | Valid |
| 6 | Y _{1.6} | 0.755 | 0,256 | Valid |
| 7 | Y _{1.7} | 0.857 | 0,256 | Valid |
| 8 | Y _{1.8} | 0.694 | 0,256 | Valid |
| 9 | Y _{1.9} | 0.771 | 0,256 | Valid |
| 10 | Y _{1.10} | 0.835 | 0,256 | Valid |

Source: Data Processing Results (2024)

Reliability Test

Tabel 8
Reliability Test Results

| Variable | Alpha Cronbach (α) | Status |
|-------------|-----------------------------|----------|
| Competency | 0,929 | Reliable |
| Discipline | 0,879 | Reliable |
| Performance | 0,936 | Reliable |

Source: Data Processing Results (2024)

Reliability Test

Table 9 Reliability Test

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .950 ^a | .902 | .898 | 2.32188 |

a. Predictors: (Constant), X2, X1

Multiple Linear Regression Analysis

Table 10 Multiple Linear Regression Analysis

| Coefficients ^a | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | B | Std. Error | Beta | | |
| 1 | (Constant) | .084 | 2.052 | | .041 | .967 |
| | X1 | .556 | .105 | .573 | 5.287 | .000 |
| | X2 | .541 | .149 | .394 | 3.630 | .001 |

a. Dependent Variable: Y

Hypothesis Test F Test

Table 11 F Test

| ANOVA ^a | | | | | | |
|--------------------|----------------|----|-------------|-------|--|-------------------|
| Model | Sum of Squares | Df | Mean Square | F | | Sig. |
| 1 Regression | 217.858 | 2 | 108.929 | 6.616 | | .000 ^b |
| Residual | 18.077 | 34 | 0.532 | | | |
| Total | 235.935 | 36 | | | | |

a. Dependent Variable: Y

b. Predictors: (Constant), X2, X1

The calculated F value is 6.616. Before determining the f table, first determine $\alpha = 0.05$ and the column degrees are 2 and 36 using the F table (0.05), then it can be determined that the F table = 3.252, so it can be concluded that the calculated $f > f$ table, meaning that H0 is rejected, meaning that all independent variables have a significant effect on variable Y (performance) at the 95% level of truth.

T Test

Table 12 T Test

| Coefficients ^a | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|---------------------------|------------|-----------------------------|------------|---------------------------|-------|------|
| Model | | B | Std. Error | Beta | | |
| 1 | (Constant) | .084 | 2.052 | | .041 | .967 |
| | X1 | .556 | .105 | .573 | 5.287 | .000 |
| | X2 | .541 | .149 | .394 | 3.630 | .001 |

a. Dependent Variable: Y

Testing the competency variable (b1) with hypothesis: Ho = regression coefficient (competence) partially has no effect on performance H1 = regression coefficient (competence) partially influences performance. Based on the results of the calculated t output, it is obtained at 5.287 To find the t table at a significance of 0.05 with degrees of freedom $df = n-k-1$ or $37-2-1 = 34$, the value obtained for the t table is 2.032. Because t count (5.287) > t table (2.032), then H1 is accepted, H0 is rejected, meaning that competence partially influences performance. b. Testing the work discipline variable (b2) with the hypothesis: Ho = regression coefficient (work discipline) partially has no effect on performance H1= regression coefficient (work discipline) partially influences performance Based on the results of the calculated t output, it is obtained at 3.630 To find the t table at a significance of 0.05 with degrees of freedom $df = n-k-1$ or $37-2-1 = 34$, the value obtained for the t table is 2.032. Because t count (3.630) > t table (2.032), then Ho is rejected, H1, accepted,

means that work discipline partially influences performance.

5. Conclusions and Recommendation

Conclusion

1. Based on the results of the t test where the competency variable has a positive and significant effect on the performance of employees of the Ministry of Transportation, Directorate General of Sea Transportation, Class III Sungai Lumpur Port Management Unit Office, thus supporting hypothesis 1, where competency partially influences employee performance.
2. Based on the results of the t test where the work discipline variable has a positive and significant effect on the performance of employees of the Ministry of Transportation, Directorate General of Sea Transportation, Class III Sungai Lumpur Port Management Unit Office, thus supporting hypothesis 2 where work discipline partially influences employee performance.
3. Based on the results of the f test, all independent variables, namely the competency and work discipline variables, have a significant effect on performance Employees of the Ministry of Transportation, Directorate General of Sea Transportation, Class III Sungai Lumpur Port Management Unit Office, thus supporting hypothesis 3, where simultaneously the variables of competence and work discipline influence employee performance

Recommendation

1. To increase employee competency, leaders provide confidence in the employee's ability to achieve the goals that have been set.
2. To improve work discipline, agencies should be able to meet employee needs such as basic needs, achievement, appreciation, need for affiliation and need for achievement.
3. To provide performance to employees, they should pay attention to performance within the job itself, performance outside of work or a combination of performance between within the company and outside the company.

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