



## The Effect of Competency, Motivation and Work Discipline on Employee Performance of PT. Buana Samudera Lestari

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### ABSTRACT

*The running of human resources is very influential on the progress of the company. By preparing resources that are able to meet the needs of a quality company. This study aims to test competence, motivation, work discipline on employee performance at PT. Buana Samudera Lestari. Determination of the sample technique of incidental sampling with a population of 2300 using the Slovin formula obtained 100 samples with multiple linear regression calculation method. The results of the study  $F_{count} > F_{table}$  (18.494 > 2.70) and sig. 0.000 < 0.05, competence, motivation, work discipline simultaneously have a significant effect on employee performance at PT. Buana Samudera Lestari. Partially the competency value of  $t_{count} > t_{table}$  (3,217 > 1,985) and sig. 0.002 < 0.05 competence has a positive and significant effect on employee performance at PT. Buana Samudera Lestari. The motivation for the value of  $t_{count} > t_{table}$  (6,014 > 1,985) and sig. 0.000 < 0.05 motivation has a positive and significant effect on employee performance at PT. Buana Samudera Lestari. Work discipline  $t_{count} > t_{table}$  (2,668 > 1,985) and sig. 0.009 < 0.05, work discipline has a positive and significant effect on employee performance at PT. Buana Samudera Lestari Employee performance can serve by three independent variables by 48.5% and the others, yes by other variables.*

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### 1. Introduction

The global market competition is so tight, the company tries to meet market demand as expected by consumers for their needs. To fulfill such a large market need, companies are required to be able to meet the ever-increasing market demand. The large demand will be followed by the large amount of production supported by good tools and machines to be able to fulfill it. (Aryana & Winoto, 2016). According to Sartika (2015), human resources play a role in the progress of the company which supports the efficiency or effectiveness of each process.

Human resources in achieving the goals of the company are very important if they have good quality. The management of resources must be considered in every process so that the achievement of the business runs with company goals (Sari, 2014). Management of human resources begins with recruitment and training for employees to be able to adapt or be biased to work according to procedures as previously planned and the need for coordination so that everything is achieved properly and correctly (Sidanti, 2015).

The company's efforts in maximizing the use of resources to achieve the goals that have been previously set and planned by the company's system (Mananeke et al, 2014). Competence is a skill, which is owned by every person in work or outside of work to be able to be responsible according to the job desk he has received (Hafid, 2017). According to (Mananeke et al, 2014) The ability of employees to carry out their functions is competent to be able to compete with their competitors and perform them properly. Employees who are professional in their fields will be able to run quickly according to the applicable regulations

Motivation in a person will push him forward and develop over time. The existence of motivation for employees at work will increase company profits. Work motivation can be balanced by the enthusiasm of employees in working to work as well as possible. Work discipline in employee work is very good for work process activities by monitoring and supervising according to the existing system. The work system uses employee appraisals in accordance with established procedures (Sahanggamu & Mandey, 2014).

PT. Buana Samudera Lestari was founded in 2000, this factory is a company engaged in the garment sector. This company produces finished clothes that are distributed overseas which require employees who have good competence to be relied on in the company's operational processes. Constraints on the part of the



sewing operator are not paying attention to work discipline, old employees who are lazy about their work and the competence of each employee who is not yet suitable in their field. Initial observations at the PT. Buana Samudera Lestari, it turns out that there are still some employees who have not carried out their duties properly. This can be seen when employees are not in accordance with their competence. Employees who leave late, rest too long, lack of motivation in good work processes.

## 2. Research Method

This type of descriptive quantitative research. Place of research at PT. Buana Samudera Lestari. The population in research interviews with employees of PT. Buana Samudera Lestari. Determination of the sample technique of incidental sampling with a population of 2300 using the Slovin formula obtained 100 samples with multiple linear regression calculation method. The author chose this location because there were problems related to competence, motivation, and work discipline on the performance of PT. Buana Samudera Lestari. The data analysis technique in this research is the classical assumption test, multiple linear regression, F test, t test,  $R^2$ .

## 3. Research and Analysis

### 3.1 Normality Test

**Table 1**  
Normality Test

<i>One-Sample Kolmogorov-Smirnov Test</i>	
Sig.	Information
0,200	Normal

Source: Primary Data Processed 2021

The normality test has normal data distribution. Kolmogorov-Smirnov-Test results, p-value (0,200 > 0.05).

### 3.2 Multicollinearity Test

**Table 2**  
Multicollinearity Test

Variable	Tolerance	VIF	Information
$X_1$	0,893	1,120	Nothing happen
$X_2$	0,782	1,278	Nothing happen
$X_3$	0,870	1,150	Nothing happen

Source: Primary Data Processed 2021

The multicollinearity test results showed that the regression model in this study did not occur multicollinearity. Obtained from tolerance > 0.10, at VIF < 10.

### 3.3 Heteroskedastisitas test

**Table 3**  
Heteroskedastisitas test

Variable	Sig.	Information
$X_1$	0,662	Nothing happen
$X_2$	0,364	Nothing happen
$X_3$	0,980	Nothing happen

Source: Primary Data Processed 2021

The Glejser test proves that the regression model does not occur heteroskedasticity and the significance probability value on the independent variable is more than 5%.

### 3.4 Multiple Linear Regression Test

**Table 4**  
Multiple Linear Regression Test

Variable	Regression Coefficient
<i>Constant</i>	0,518
$X_1$	0,240
$X_2$	0,532
$X_3$	0,234

Source: Primary Data Processed 2021

The data equation above is as follows:  
 $Y = 0,518 + 0,240X_1 + 0,532X_2 + 0,234X_3$

Information :

The constant  $\alpha = 0.518$ , This means that if the value of competency, motivation, and work discipline does not increase or is equal to 0, then the employee's performance is worth 0.518.

The coefficient  $b_1 = 0.240$ . That is, if the competency value is increased by one unit, the competency value will increase by 0.240, assuming that variables other than competence, namely motivation and work discipline, are of fixed value. The coefficient  $b_2 = 0.532$ , This means that if the motivation value is increased by one unit, the value will increase by 0.532, assuming that variables other than motivation, namely competence and work discipline, are of fixed value. The coefficient  $b_3 = 0.234$ , This means that if the value of work discipline is increased by one unit, then the value will increase by 0.234, assuming variables other than work discipline, namely competence and motivation, are of fixed value

### 3.5 Determination Coefficient (R<sup>2</sup>)

**Table 5**  
Determination Coefficient (R<sup>2</sup>)

R	R <sup>2</sup>	Information
0,809	0,654	65,4%

Source: Primary Data Processed 2021

Value (R<sup>2</sup>) 65.4%. This means that the determination or contribution of the e marketing variable, product innovation, brand image to the purchasing decision for Janji Jiwa coffee in Surakarta is 65.4%. The remaining 34.5% is contributed by other variables.

### 3.6 Test F (Simultan)

**Table 6**  
Test F

Model	Sum of Square	df	Mean of Square	F	Sig.
Regression	468.410	3	156.137	32.056	.000b
Residual	467.590	96	4.871		
Total	936.000	99			

Source: Primary Data Processed 2021

The value of  $F_{count} > F_{table}$  with a nominal value of  $32,056 > 2.70$ ) and the significance of  $0,000 < 0.05$ , it can be concluded that competence, motivation, work discipline have results that simultaneously influence and are significant on the performance of the employees of PT. Buana Samudera Lestari.

### 3.7 Test t (Partial)

**Table 7**  
Test t

Variable	t hitung	t tabel	Sig.	Information
X <sub>1</sub>	3,217	1,985	0,002	Ha accepted
X <sub>2</sub>	6,014	1,985	0,000	Ha accepted
X <sub>3</sub>	2,668	1,985	0,009	Ha rejected

Source: Primary Data Processed 2021

The t test is used to determine how much the independent variable is on the dependent variable.

The results of data analysis :

Competence (X<sub>1</sub>)

The value of  $t_{count} > t_{table}$  ( $3,217 > 1,985$ ) significant value of  $0,002 < 0.05$ , Competence partially has a positive and significant effect on the performance of employees of PT. Buana Samudera Lestari

Motivation (X<sub>2</sub>)

The value of  $t_{count} > t_{table}$  ( $6,014 > 1,985$ ) significant value of  $0,000 < 0.000$ , Motivation partially has a positive and significant effect on employee performance at PT. Buana Samudera Lestari.

Work discipline (X<sub>3</sub>)

The value of  $t_{count} > t_{table}$  ( $2,668 < 1,985$ ) significant value of  $0,009 < 0.05$ , Work discipline partially has a positive and significant effect on employee performance at PT. Buana Samudera Lestari.

## 4. Conclusion

- a. Competence partially has a positive and significant effect on the performance of employees of PT. Buana Samudera Lestari
- b. Motivation partially has a positive and significant effect on employee performance at PT. Buana



Samudera Lestari.

- c. Work discipline partially has a positive and significant effect on employee performance at PT. Buana Samudera Lestari

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