

THE EFFECT OF COMPETENCY AND WORK MOTIVATION ON EMPLOYEE
PERFORMANCE AT PT. INDOMARCO PRISMATAMA LEBAK BULUS, SOUTH
JAKARTA

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ABSTRACT

This study aims to determine how much influence the competence and work motivation have on the performance of employees of PT. Indomarco Prismatama Lebak Bulus, South Jakarta, both partially and simultaneously. This study uses a quantitative approach with a saturated sampling technique to 52 respondents. Data analysis was carried out through validity tests, reliability, multiple linear regression, T test, F test, and coefficient of determination (R^2). The results of the study indicate that partially, the competence variable (X1) has a partial effect on the employee performance variable (Y) which can be seen from the $t_{count} > t_{table}$ ($19.589 > 2.010$) and the constant significance is smaller than 0.05 ($0.000 < 0.05$). Likewise, the motivation variable (X2) also has a partial effect on the employee performance variable (Y) with $t_{count} > t_{table}$ ($4.772 > 2.010$) and the constant significance is smaller than 0.05 ($0.000 < 0.05$). Simultaneously, the competency (X1) and motivation (X2) variables influence employee performance (Y) as seen in the F_{count} value $> F_{table}$ ($11,038 > 3.180$) and the significance level is smaller than 0.05 ($0.000 < 0.05$). The Determination Coefficient is 0.340, which means that the influence of the independent variables, namely the Training and Competence variables, influences the dependent variable, employee performance by 34%, while the remaining ($100-34\%$) = 66% is influenced by other variables.

Keywords: Competence, Work Motivation, Employee Performance

INTRODUCTION

In today's era of the Industry 4.0 revolution, technology has enabled companies to connect with their customers faster and more directly than ever before. Therefore, to remain competitive, companies must focus on providing a superior customer experience and service that exceeds competitors' expectations. The retail business has become one of the fastest-growing sectors in Indonesia.

Retail is the activity of selling goods and services directly to end consumers and this encompasses a wide range of businesses ranging from small grocery stores to large shopping malls and E-Commerce. Economic growth, urbanization, lifestyle changes, and increasing purchasing power are the main factors driving the development of the retail business in Indonesia. Technological developments have also contributed to changing consumption patterns and retail business strategies, such as the adoption of E-Commerce technology and the use of applications to improve consumer shopping

convenience. The transformation of the retail business from traditional to modern is a significant trend in Indonesia. Traditional retail businesses are more focused on physical stores with conventional operations. Meanwhile, modern retail businesses encompass various models such as modern shopping centers, supermarkets, minimarkets, and also E-Commerce platforms.

This shift can be seen in the increasing number of modern shopping centers, such as malls, that offer a more comprehensive and convenient shopping experience for consumers. Supermarkets and minimarkets are also expanding, offering a wider variety of products and greater shopping convenience. Technological advancements are also supporting this, with the adoption of more sophisticated payment methods and more efficient logistics systems. This transformation not only provides more choices for consumers but also provides opportunities for businesses to improve operational efficiency and optimize the consumer shopping experience.

The current surge in consumer demand has opened up significant opportunities for retailers to expand their businesses by establishing branches in various regions. One commonly encountered and well-known retail business is Indomaret. Indomaret Prisma, or Indomaret, is the first and largest retail store chain in Indonesia, with over 11,000 stores.

Human Resources (HR) play a crucial role for both individuals and groups. Although technological advances have provided significant assistance, human resources remain the most important factor. HR plays a role in mobilizing, providing ideas, and implementing and executing an activity or project. All potential human resources, such as time, energy, and abilities, both individually and within an organization, can be utilized in an integrated and optimal manner for the benefit of the organization.

In organizations, human resources can be utilized to achieve success in achieving goals, both individually and as a group. The importance of human resources within an organization is also determined by the components that support human resource empowerment, such as ability, clear authority, responsibility, trust, motivation, and leadership. An organization will thrive if each member of the group optimally utilizes their respective "powers."

Thus, the role of human resources is crucial for both individuals and groups, whether in the context of organizations, companies, or national development. Human resources play an inseparable role in achieving goals, both individually and within a group.

In its current development, it is not limited to economics and management but has expanded into various other disciplines such as psychology, sociology, information technology, and others. Many new theories have emerged and developed due to the influence of these other sciences, enabling all fields of science to make greater and broader contributions than before.

Improving employee performance contributes to the achievement of organizational goals. As the field evolves, the study of employee performance is no

longer limited to economics and management, but has expanded into other disciplines such as psychology, sociology, and information technology. To ensure employee competence, companies can conduct performance evaluations to assess the extent to which employees demonstrate their abilities and deliver optimal work results.

Employee competency development can be achieved by implementing a KPI system, providing incentives, and conducting regular evaluations. A KPI system helps companies understand employee performance and evaluate their performance, while regular evaluations help companies identify various issues related to employee competency. Employee competency management can be achieved through Competency Management, which allows Human Resources to manage the competencies of each employee across all divisions, from defining them to generating insights based on performance assessment results. Trained and competent employees are a company asset. With a competency management system, both employees and the company can determine what training is truly needed.

Employee competency plays a significant role in the workplace. Companies can identify the skills, knowledge, and behaviors required of employees. By having a clear competency framework, companies can objectively measure employee performance, identify areas for improvement, and design appropriate development programs. Competency helps companies understand the contributions employees can make in line with the company's vision and mission. Employees with high competency can help the company achieve its goals more easily. They can also grow the company rapidly in the long term. This includes providing skills training programs to improve the soft and hard skills of each individual employee. Comparative studies and diverse work routines can also help improve employee competency, determining how effectively they perform their tasks. Employees with high competency can influence their performance in their jobs.

Table 1. Employee Performance Data for PT. Indomarco Prismatama Lebak Bulus, South Jakarta, 2022-2024

No	Evaluation	Key Performance Indicators	KPI Points	Target	Year-End Realization		
					2022	2023	2024
1	Quantity of Work	Volume of work	10	100%	90%	95%	85%
		Target Achievement	10		88%	85%	90%
		Compliance with SOPs	10		80%	80%	75%
2	Quality of Work	Customer Satisfaction with Service	10				
		Improve operational efficiency	5		85%	90%	85%
3	Punctuality	Precision and Accuracy	10		75%	70%	75%
		Measures the percentage of tasks	5		75%	80%	85%
4	Implementation of Tasks						

		completed by the deadline.				
		Work meets established quality standards, including minimal errors.	10	75%	80%	80%
5	Responsibility	Level of Compliance with Schedules and Deadlines	10	80%	85%	70%
		Number of Errors or Revisions in the Work	10	75%	70%	80%
Number of KPI Points			100	67.75%	63.08%	67.33%

Source: PT. Indomarco Prismaatama Period 2022-2024

Table 1.1 shows that employee performance at PT. Indomarco Prismaatama for the 2022-2024 period has decreased annually. Although not significantly, it still indicates problematic factors that cause a decline in employee performance. Employee quality and quantity are key considerations. Poor employee performance will negatively impact the company's performance, and vice versa, improving the company's performance will contribute to achieving its goals.

Competence influences employee performance because it creates good employee performance and can increase company productivity. Competence is the ability to perform a job based on skills and knowledge, supported by the desired work behavior. According to Spencer (in Ariyanti & Sahputra, 2020), competence is a visible character or trait in a person that becomes a pattern for thinking and behaving in all aspects of life over a long period.

Yet, competence is a crucial factor for a company. To achieve organizational goals, employees need competence to work more diligently. Given the importance of employees within an organization, employees need to pay more attention to their tasks to achieve organizational goals. With high work competence, employees will work harder in carrying out their jobs.

Conversely, employees with low work competency lack enthusiasm for work, give up easily, and struggle to complete their tasks. Employees with a high level of competency and motivation for their work will indirectly influence their performance. An employee's competency must be demonstrated through professional knowledge commensurate with their abilities. Therefore, competency is a fundamental characteristic that every individual should possess.

Table12024 Employee Competency Pre-Survey Data

Table 12021 Employee Competency Pre-Survey Data		
No.	Statement	Answer Criteria
		Yes No
Knowledge		

1	I can provide new ideas to improve work processes or increase efficiency.	5	21
	Presentation	20%	80%
2	I can adapt to changes in policy, technology, or work systems without reducing productivity.	8	18
	Presentation	31%	69%
Ability			
3	I am able to prioritize tasks according to the specified deadlines.	2	24
	Presentation	8%	92%
4	I am able to build positive working relationships within a team or organization.	6	20
	Presentation	24%	76%
Attitude			
5	I show high dedication in completing the assigned tasks	8	18
	Presentation	31%	69%
6	I strive to continuously improve the quality of my work and make more contributions.	5	21
	Presentation	19%	81%
Understanding			
7	I understand the standard work procedures (SOP) that apply in the company.	7	19
	Presentation	27%	73%
8	I demonstrate an open attitude towards learning and developing new skills.	6	20
	Presentation	24%	76%
Interest			
9	I have a high interest in the work I am currently doing and my future career development.	4	22
	Presentation	16%	84%
10	I have a high interest in the work I do to increase my knowledge and insight	4	22
	Presentation	16%	84%

Source: Pre-survey processed by researchers 2024

From table 1.2 above, the results answered by 26 employees, 22% stated that employees carry out their obligations fully as employees and 78% stated that they do not. This is proven from the questions that have been asked to respondents who work at PT. Indomarco Prismatama in Lebak Bulus, South Jakarta. This shows that employees have a very important role in achieving the Company's goals, and employees are able to implement their performance well and in accordance with the existing situation and conditions, so employees can work comfortably and with high enthusiasm.

Competence can be formed, among others, through education and training so that the implementation of main tasks and functions is in accordance with the predetermined job standards. Competence according to Wibowo (2017:271) who stated

that, "Competence is an ability to carry out or perform a job or task based on skills and knowledge and supported by the work attitude required by the job." Thus, competence shows skills or knowledge characterized by professionalism. Competence will affect performance in carrying out main tasks and functions daily. Good performance can be created from the fulfillment of basic competencies in the form of abilities, knowledge and behavior and high field competencies or it can be said that if the employee's level of competence is high it will create good employee performance.

Motivation is a drive or human movement to perform an action or behavior, and in that action there is a specific purpose. Motivation can come from within oneself or from others. With motivation, a person can do something with enthusiasm. Motivation does not only come from external encouragement or superiors but can also arise from within oneself. Employee work motivation is not always in good condition, therefore efforts are needed to increase work motivation when employee work motivation declines. Improving employee work motivation can be done by paying attention to and meeting employee needs and also appreciating the results of their work. Negative factors that can reduce employee performance include a decrease in employee desire to achieve work achievements, a lack of punctuality in completing work, and a lack of compliance with regulations.

Motivation is a crucial factor for a company that wants each employee to contribute positively to achieving its goals. Motivation fosters a high level of enthusiasm in carrying out their duties and responsibilities. Therefore, it can be concluded that efforts to improve a person's work ethic are always linked to efforts to motivate them. Therefore, motivation requires understanding human needs. Motivation should encourage individual work enthusiasm and behavior that are aligned with specific goals.

Table 2024 Employee Work Motivation Pre-Survey Data

N o.	Work motivation	Answer criteria	
		Yes	No
Physiological needs			
1	The salary given by the Company is in line with employee expectations.	6	20
	Presentation	24%	76%
2	The company provides me with decent insurance	4	22
	Presentation	16%	84%
The need for a sense of security			
3	The leader always involves me in every decision making	4	22
	Presentation	16%	84%
4	Employees who perform better are quicker to get promotions/job increases	5	21
	Presentation	20%	80%
Social needs			

5	The company provides opportunities for employees to develop their potential.	2	24
	Presentation	8%	92%
6	My boss actively rewards team members for their achievements.	6	20
	Presentation	24%	76%
Need for Appreciation			
7	The compensation I receive is commensurate with the effort and contribution I make.	5	21
	Presentation	20%	80%
8	I feel that the award I received opened up opportunities for my career development.	5	21
	Presentation	20%	80%
Actualization Needs			
9	I feel my skills and talents are utilized to their full potential in my work.	3	23
	Presentation	12%	88%
10	The company provides sufficient support for my self-development and skill improvement.	4	22
	Presentation	16%	84%

Table 1.3 above shows that many employees at PT. Indomarco Prismatama have low work motivation, as shown in the table above. This impacts employee performance at PT. Indomarco Prismatama. This low employee performance is caused by the need for achievement and the employee's persistence in carrying out their work, which is still suboptimal.

PT. Indomarco Prismatama must continuously strive to improve the capabilities of its human resources and improve employee performance. This is to support the implementation of existing tasks for each employee, who must always have a good understanding of what has become their duties, functions, and responsibilities. Based on this, it shows a gap with what is expected by the organization, each employee must always have a good understanding of the implementation of each existing task and identify that employee performance has not been achieved optimally.

Performance is a key factor in achieving a company's goals. A person's readiness and skills are insufficient to effectively accomplish a task without a clear understanding of what needs to be done and how. From the explanation above, it can be concluded that employee competence and performance are interconnected. The more competencies an employee possesses, the better their performance will be. Therefore, it can be said that competence and performance have a direct relationship.

The influence of motivation on employee performance motivation and performance have been widely studied by previous researchers, one of which is (Robbin in Widodo, 2022:10), that; (1) motivation is an urgent factor in a company that is useful as a tool in achieving the desired goals and objectives; (2) motivation has two main goals, namely to meet personal needs and company goals; and (3) motivation will be effective if given to someone who has the confidence to continue to develop and

become better in a company. Performance is a factor in achieving a goal in a company. To complete tasks and work, a person should have high enthusiasm and a certain level of ability. A person's readiness and skills are not effective enough to do something without a clear understanding of what will be done and how to do it. Employee performance is a very important thing in the company's efforts to achieve its goals.

Performance refers to the degree to which an employee accomplishes the tasks that make up a job. It reflects how well an employee fulfills the requirements of a job. Often misinterpreted as effort, reflecting energy expended, performance is measured by results.

Based on the description of the background of the problem above, it is known that the importance of employee competency and work motivation greatly influences the creation of good performance, so the researcher is interested in conducting research with the title "The Influence of Competence and Work Motivation on Employee Performance" (Case Study of PT. Indomarco Prismatama Employees).

METHOD

This research method uses a quantitative associative approach that aims to analyze the relationship between competency and work motivation variables with employee performance. This study consists of two independent variables, namely competency (X1) and work motivation (X2), and one dependent variable, namely employee performance (Y). The study was conducted at PT. Indomarco Prismatama, located in Lebak Bulus, South Jakarta, and was conducted from 2024 to 2025.

The research process begins with proposal writing, proposal seminars, preparation of research instruments, collection of primary and secondary data, data processing, and finally the preparation of the thesis report. Data collection was carried out through a questionnaire distributed to 52 employees using a Likert scale. The variables measured include competency, work motivation, and employee performance with indicators that have been adjusted to existing theories, for example, competency is measured based on knowledge, abilities, attitudes, understanding, and interests, while work motivation is measured based on physical needs, safety, acceptance, self-esteem, and self-actualization. Employee performance is measured through work quality, work quantity, timeliness, effectiveness, and commitment.

In data analysis, validity was tested using a correlation test, and reliability was measured using the Cronbach's Alpha test. Classical assumption tests such as normality, multicollinearity, heteroscedasticity, and autocorrelation were also applied to ensure that the regression model did not violate existing assumptions. To analyze the influence between the independent and dependent variables, multiple linear regression analysis was used.

As a hypothesis test, a t-test was used to test the partial effect of each independent variable on the dependent variable, as well as an F-test to test the simultaneous effect of the independent variables on the dependent variable. Using SPSS software,

researchers analyzed the data to obtain conclusions that can provide an overview of the relationship between competence, work motivation, and employee performance.

RESULTS AND DISCUSSION

Classical assumptions in statistics regarding autocorrelation, heteroscedasticity, multicollinearity, and normality are usually associated with linear regression. Here are some results from testing these classical assumptions:

1. Normality Test

The normality test used in this examination is Kolmogorov-Smirnov, which is stated to be normally distributed if the significance value is > 0.05 (Santoso, 2018:50).

The following are the results of the normality test carried out using SPSS for Windows software version 27 using the Kolmogorov Smirnov method (One Sample KS):

Table 4.1
Kolmogorov Smirnov Test for Normality

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		52
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.11718719
Most Extreme Differences	Absolute	.151
	Positive	.151
	Negative	-.147
Test Statistic		.151
Asymp. Sig. (2-tailed) ^c		.005
Monte Carlo Sig. (2-tailed) ^d	Sig.	.005
	99% Confidence	Lower Bound.003
	Interval	Upper Bound.007

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

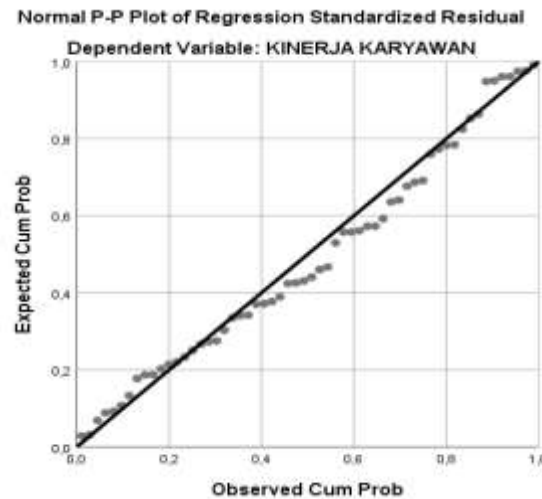
d. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 926214481.

Source: SPSS Version 27 Output (Processed Data)

Table 4.14 above presents the results of the Kolmogorov-Smirnov test for normality. The significance value is 0.007, indicating $0.007 > 0.05$. This means that the distribution in the normality test is normally distributed. The results of the normality test are also carried out by observing the distribution graph on the diagonal axis. According to Ghazali (2017:164):

- The regression model meets normality if the data surrounds and moves in the same direction as the diagonal line.
- The regression model does not meet normality requirements if the data deviates from the diagonal line and covers a large area.

Based on the results of the distribution diagram processed using SPSS for Windows software version 27, this can be seen in the following SPSS Probability Plot image:



Source: SPSS Version 27 Output (Processed Data)

Figure 4.1
Probability Plot Graph in Normality Test

The graphic pattern in Figure 4.6 above is shown by the probability plot chart that the graph is normal, as evidenced by the points that are spread around it and follow the diagonal line.

2. Heteroscedasticity Test

Testing assumptions at the heteroscedasticity stage is crucial in quantitative research. The heteroscedasticity test in this study involved the Glejser test, which can be considered free of heteroscedasticity symptoms if the Sig value is > 0.05 (Riyanto and Harmawan, 2020:209). The criteria for determining whether heteroscedasticity is present are as follows:

- Heteroscedasticity disorder occurs if the statistically significant independent variable has a significance value (Sig.) < 0.05 .
- There is no heteroscedasticity disorder if the independent variable is not statistically significant and has a significance value (Sig.) > 0.05 .
- (Sig.) > 0.05 .

With SPSS for Windows software version 27, the following are the conclusions of the heteroscedasticity test using the Rank Glejser method:

Table 4.2
Heteroscedasticity Testing on Glejser Rank

Coefficients ^a					
		Unstandardized Coefficients		Standardized Coefficients	
Model		B	Std. Error	Beta	t
1	(Constant)	.609	.310		1,967
	X1	.007	.033	.095	.221
	X2	.013	.042	.129	.302

a. Dependent Variable: ABS_RES

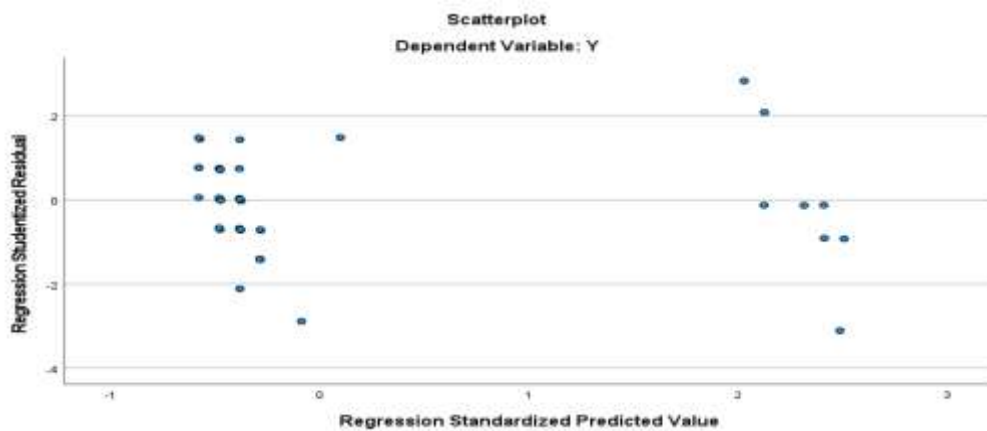
Source: SPSS Version 27 Output (Processed Data)

In table 4.15 above, work motivation (X2) obtained a sig score of 0.940 and competence (X1) obtained a sig score of 0.831 from the results of the heteroscedasticity test using the Rank Glejser Test method, where both values were greater than sig > 0.05. Therefore, this data regression model is suitable for use as research data because it does not show heteroscedasticity disturbances.

Meanwhile, the following conditions can be used to test heteroscedasticity by using scatter plots between the residual values (SRESID) and the predicted values of the dependent variable (ZPRED):

- Heteroscedasticity occurs if the points point to a certain pattern, for example large waves widening and narrowing.
- Heteroscedasticity does not occur if the following points are spread out without forming a particular pattern.

With SPSS for Windows software version 27, here is the heteroscedasticity test by looking at the Scatter Plots Chart:



Source: SPSS Version 27 Output (Processed Data)

Figure 4.2
Heteroscedasticity Testing Using the Scatter Plot Method

In Figure 4.7 above, there is no heteroscedasticity, which means that the scatter plot does not show any particular patterns or there is no clear distribution pattern, which indicates that the regression model is suitable for use.

3. Multicollinearity Test

The multicollinearity assumption test is used to determine whether variables are different from each other or not independent of the dependent variable of a regression model of a study. The classic assumption of multicollinearity, Criteria for research include (Gani and Amalia, 2017:126) if it has a tolerance number above or more than (>) 0.1, if it has a VIF value below or less than (s) 10. Variance Inflation Factor (VIF) which is the inverse of tolerance provides information on the presence or absence of multicollinearity in the regression model in this study. When one independent variable is selected and its variability cannot be explained by other variables, it is measured by

tolerance. Therefore, because $VIF = 1 / \text{Tolerance}$, a low tolerance value will be followed by a high VIF value.

In this test, SPSS for Windows version 27 software was used. The guidelines for identifying it are as follows:

- a. Multicollinearity does not occur, so the tolerance score is <1 and the Variance Inflation Factor (VIF) number is <10 .
- b. Multicollinearity is proven if the tolerance score > 1 and the Variance Inflation Factor (VIF) score > 10 .

With SPSS for Windows software version 27, this time the conclusion of the multicollinearity test uses the Collinearity Statistics method:

Table 4.3

Multicollinearity Testing Using the Collinearity Statistics Method			
Coefficients^a		Collinearity Statistics	
Model		Tolerance	VIF
1	X1	.106	9,443
	X2	.106	9,443

a. Dependent Variable: Y

Source: SPSS Version 27 Output (Processed Data)

According to the results of the multicollinearity test in table 4.16 above, the Tolerance score on the Competence variable (X1) is 0.106 and the work motivation variable (X2) is 0.106, indicating that both scores are <1 . The work motivation variable (X2) and the competency variable (X1) have Variance Inflation Factors (VIF) values of 9.443 each, both of which are minimal at <10 . This does not indicate a case of multicollinearity in this regression model.

4. Autocorrelation Test

The autocorrelation test is an assumption test that is often used to determine whether autocorrelation exists. This autocorrelation test is carried out using the Durbin-Watson Test (Gani and Amalia, 2017:124). To find out, the Durbin-Watson equation is used. The autocorrelation test for the Durbin-Watson value is not the same as the Durbin-Watson value. Based on Algiani's opinion (2015:88), the basis for decision-making in the autocorrelation test is as follows:

Table 4. Durbin Watson Decision

Criteria	Information
$< 1,000$	There is autocorrelation
1,100 – 1,550	No conclusion
1,550 – 2,460	No autocorrelation
2,460 – 2,900	No conclusion
$> 2,900$	There is autocorrelation

Source: Algiani (2015:88)

With SPSS for Windows software version 27, the following are the results of the autocorrelation test with the Durbin Watson Test:

Table 4. Autocorrelation Testing using the Durbin Watson Test
Model Summary

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate	Durbin-Watson
1	.991a	.982	.982	1.42424	2,075

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: SPSS Version 26 Output (Processed Data)

In table 4.18 above, which presents the findings of the autocorrelation test using the Durbin Watson Test decision technique, the DW Test score is 2.075, which shows that the score is in the range of 1.550-2.460, which indicates that there is no autocorrelation in the research regression model.

Simple Linear Regression Analysis

The aim of this regression test is to understand the extent to which the competency variable (X1) and work discipline variable (X2) have an impact on employee performance (Y) partially.

The following are the results of a simple linear regression analysis carried out using SPSS for Windows software version 27:

Table 4. Simple Linear Regression Test of Competency Variable (X1) on Employee Performance (Y)

Coefficientsa					
Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig.
1 (Constant)	23,903	.918		4,252	<.001
Competence	,787	,040	,941	19,589	<.001

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: SPSS Version 27 Output (Processed Data)

Table 4.19 above presents the regression equation $Y = 23.903 + 0.787 X1$ obtained from the regression calculation. Therefore, the following conclusions can be drawn from the above equation:

- An Employee Performance Score (Y) of 3.903 points occurs when the Competency variable (X1) is absent. This is indicated by a constant score of 3.903.
- The regression coefficient value of Competence (X1) is 0.787, which shows that for every one unit change in the Competence variable (X1), then, a change will occur in Employee Performance (Y) of 0.787 points if the Work Motivation variable (X2) does not change.

Table 4. Simple Linear Regression Test of Work Motivation Variable (X2) on Employee Performance (Y)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	20,442	3,602		5,675	,000
Motivation	,499	,097	,568	5,164	,000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: SPSS Version 27 Output (Processed Data)

In table 4.20, the results of table 4.17 show the following simple linear regression equation: $Y = 20.442 + 0.499X_2$

The interpretation of the simple linear regression equation is:

1. The constant of 20.442 means that the consistent value of the Competence variable is 20.442.
2. The Competency regression coefficient of 0.499 indicates that for every 1% increase in the Competency score, the participation score increases by 0.499 (49.9%). The regression coefficient is positive, so it can be said that the direction of the influence of the Competency variable on employee performance is positive.

Multiple Linear Regression Analysis

The purpose of this regression test is to determine the extent of the influence of the Competency variable (X1) and the Work Motivation variable (X2) on Employee Performance (Y) simultaneously. The following are the results of a multiple linear regression analysis using SPSS for Windows version 27 software:

Table 4.4
Multiple Linear Regression Testing of Competence Variables (X1) and Work Motivation (X2) on Employee Performance (Y)

Coefficients ^a					
Model	Unstandardized Coefficients		Standardized Coefficients		Sig.
	B	Std. Error	Beta	t	
1 (Constant)	11,036	4,643		2,377	,021
Motivation	,436	,091	,502	4,772	,000
Competence	,316	,098	,340	3,232	,002

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: SPSS Output Version 27 (Data Processed)

In table 4.21, the competency column obtained a B1 variable value of 0.316, while the B2 value, namely work motivation, was 0.436 and the constant value (a) was 11.036. Therefore, the multiple linear regression equation obtained is as follows: $Y = 11.036 + 0.316X_1 + 0.436X_2 + 4.643$

The constant value (a) of 11.036 shows that if the Training and Competence variables are considered constant, the Employee Performance variable will have a value of 11.036.

- a. The coefficient $b_1 (X_1) = 0.316$ shows that if the competency decreases by one unit, employee performance will increase provided that the other variables remain the same.
- b. The coefficient $b_2 (X_2) = 0.499$ shows that if the motivation variable improves, employee performance will increase.

Correlation Coefficient Analysis

The purpose of correlation analysis is to determine how strong the relationship is between variable X and variable Y. SPSS for Windows version 27 software was used for this test. According to Sugiyono (2018:184), to interpret the results of the correlation coefficient, the following table can be used as a guide:

Table 4.5
Interpretation of Correlation Coefficient

Value Interval Correlation Coefficient	Relationship Level
0.000 - 0.199	Very Low
0.200 - 0.399	Low
0.400 - 0.599	Currently
0.600 - 0.799	Strong
0.800 - 1.000	Very strong

Source: Sugiyono (2018: 184)

As using SPSS for Windows software version 27, below is the final result of partial and simultaneous correlation analysis testing:

Table 4. Partial Correlation Coefficient Test of Competence (X1) Against Employee Performance (Y)

Correlations			
		Competence	Employee performance
Competence	Pearson Correlation	1	,941**
	Sig. (2-tailed)		,001
	N	52	52
Employee performance	Pearson Correlation	,941**	1
	Sig. (2-tailed)	,001	
	N	52	52

** . Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS Output Version 27 (Data Processed)

Analysis of the test results in Table 4.23 above yields a correlation coefficient of 0.941. These results indicate a very strong correlation between the two variables, with a value ranging from 0.800 to 1.000 on the interval scale.

Table 4.6
Partial Correlation Coefficient Testing of Work Motivation (X2) on Employee Performance (Y)

Correlations			
		Motivation	Employee performance
Motivation	Pearson Correlation	1	,991**
	Sig. (2-tailed)		,001
	N	52	52
Employee performance	Pearson Correlation	,991**	1
	Sig. (2-tailed)	,001	
	N	52	52

** . Correlation is significant at the 0.01 level (2-tailed).

Source: SPSS Output Version 27 (Data Processed)

Analysis of the test results in Table 4.24 above yields a correlation coefficient of 0.991. These results indicate a very strong correlation between the two variables, with a value ranging from 0.800 to 1.000 on the interval scale.

Analysis of the Coefficient of Determination

The purpose of this research determination analysis test is to determine the percentage of the strength of the influence of independent variables, both partially and simultaneously, on the dependent variable, in this case Employee Performance (Y), which is measured by Competence (X1) and Work Motivation (X2). A statistical technique called determination analysis or coefficient of determination is used to measure how much of the variability of the dependent variable can be explained by the independent variables in the regression model.

More precisely, the magnitude of the variability of the dependent variable explained by each independent variable in the regression model is compared to determine the coefficient of determination (R²). Using SPSS for Windows version 27 software, the following are the results of the partial and simultaneous coefficient of determination (R²) analysis:

Table 4.7
Partial Determination Coefficient Analysis Test of Competence (X1) on Employee Performance (Y)

Model Summary

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.941a	.885	.882	3.61618

a. Predictors: (Constant), X1

Source: SPSS Output Version 27 (Data Processed)

Table 4.25 above provides a coefficient of determination value of 0.941, which shows that the magnitude of the influence caused by the competency variable (X1) on

employee performance (V) is 94.1%, while 5.9% arises from other variables not examined in this study.

Table 4.8
Partial Determination Coefficient Analysis Testing of Work Motivation (X2)
Employee Performance (Y)

Model Summary

Model	R	R Square	Adjusted Square	RStandard Error of the Estimate
1	.991a	.982	.982	1,414

a. Predictors: (Constant), X2, X1

b. Dependent Variable: Y

Source: SPSS Output Version 27 (Data Processed)

Table 4.26 above shows a coefficient of determination of 0.982, indicating an R-square value of 0.982, meaning that 98.2% of the variation in employee performance can be explained by the motivation variable. This indicates that the regression model is very good at explaining the relationship between motivation and employee performance.

Table 4.9
Testing the Analysis of the Coefficient of Determination on the Simultaneous
Effect of Competence (X1) and Work Motivation (X2) on Employee Performance (Y)
Model Summary

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.991a	.982	.982	1.42424

a. Predictors: (Constant), Motivation, Competence

Table 4.27 above provides a coefficient of determination value of 0.982, which shows that the magnitude of the influence caused by the Competence (X1) and Work Motivation (X2) variables on Employee Performance (V) is 98.2%, while 1.8% arises from other variables not examined in this study.

Hypothesis Testing

1. Partial Test (T-Test)

Testing the variables Competence (X1) and Work Motivation (X2) on Employee Performance (Y) was tested partially in a hypothesis test. The calculated and table values in this study were compared using a significance threshold of 5% (0.05), namely:

a. Ho is accepted and Ha is rejected if the calculated t value < t table.

b. Ho is rejected and Ha is accepted if t count > t table.

To find the table score, the following formula is used: $\alpha = 5\%$ significance level, $df = (n-2)$; the result is $(52-3) = 49$, so the table value is obtained = 1.2990. Regarding the calculation of the hypothesis formula:

Ho : $\beta_1 = 0$ = Competence is thought to have no positive influence and partially significant on Employee Performance at PT Indomarco Prismatama Lebak Bulus, South Jakarta.

Ha : $\beta_1 \neq 0$ = Competence is suspected to have a positive and significant influence on Employee Performance at PT Indomarco Prismatama Lebak Bulus, South Jakarta. $\neq$

The following are the results of the hypothesis test conducted using the SPSS for Windows software program version 27:

Table 4. Partial Hypothesis Testing of Competence (X1) Against Employee Performance (Y) Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3,903	.918		4,252	.000
	X1	.787	.040	.941	19,589	.000

a. Dependent Variable: Y

Source: SPSS Output Version 27 (Data Processed)

Table 4.28 above shows that the calculated t value > t table, or (19.589 > 1.2990). The result value < Sig. 0.050 or (0.000 < 0.050). In conclusion, Ho: $\beta_1 = 0$ is rejected while Ha: $\beta_1 \neq 0$ is accepted. This shows that competence influences employee performance positively and significantly partially. $\rho \neq$

Then, determine the hypothesis formula:

Ho: $\beta_1 = 0$ = Work Motivation is suspected of not having a positive and significant partial influence on Employee Performance at PT Indomarco Prismatama Lebak Bulus, South Jakarta.

Ha : $\beta_2 \neq 0$ = Work Motivation is suspected to have a positive and significant partial influence on Employee Performance at PT Indomarco Prismatama Lebak Bulus, South Jakarta.

The following are the results of the hypothesis test conducted using the SPSS for Windows software program version 27:

Table 4. Partial Hypothesis Testing of Work Motivation (X2) on Employee Performance (Y) Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.718	.421		1,705	.094
	Motivation	1,047	.020	.991	52,778	.000

a. Dependent Variable: Employee Performance

Source: SPSS Output Version 27 (Data Processed)

Table 4.29 above shows that the calculated t value > t table, or (52.778 > 1.2990). The result value < Sig. 0.050 or (0.000 < 0.050). In conclusion, Ho: $\beta_1 = 0$ is rejected while

Ha: $\beta_1 \neq 0$ is accepted. This shows that work motivation has a positive and significant partial effect on employee performance. $\rho \neq$

2. Partial Test (F Test)

A statistical test (F test) was conducted to test the hypothesis that the Competence (X1) and Work Motivation (X2) variables have a simultaneous influence on Employee Performance (Y). Specifically, the calculated F and F table values were compared under the conditions listed below:

- Ho is accepted and Ha is rejected if the calculated F value $< F_{table}$.
- Ho is rejected and Ha is accepted if the calculated F value $> F_{table}$.

To find the size of F_{table} , use the standardization $df = (n1) = k-1$. The result is $(52 - 1) = 51$, which means $F_{table} = 3.18$. The following is the hypothesis formulation:

Ho: $\beta = 0$ = Competence and work motivation are suspected of not having a positive and significant influence simultaneously on employee performance at PT Indomarco Prismatama Lebak Bulus, South Jakarta

H : $\beta_3 \neq 0$ = Competence and work motivation are suspected to have a positive and significant influence simultaneously on employee performance at PT Indomarco Prismatama Lebak Bulus, South Jakarta. $\neq$

The following are the results of the hypothesis test carried out using the SPSS software program.

for Windows version 27:

Table 4. Simultaneous Hypothesis Testing of Competence (X1) and Work Motivation ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5572.529	2	2786.264	1373,586	.000b
	Residual	99,395	49	2,028		
	Total	5671.923	51			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Motivation, Competence

Source: SPSS Output Version 27 (Data Processed)

Table 4.30 above shows that the Fcount value $> F_{table}$, or $(1.373 > 3.18)$. The value $< \text{Sig. } 0.050$ or $(0.000 < 0.050)$. So the conclusion is, Ho: $\beta_3 = 0$ is rejected while Ha: $\beta_3 \neq 0$ is accepted, this shows that competence and work motivation have a positive and significant influence simultaneously on employee performance. $\rho \neq$

DISCUSSION

The Influence of Competence (X1) on Employee Performance (Y)

$$Y = 19.589 + 0.787$$

From the equation above, it can be seen that the constant value of 3.903 means that if Competence is 0, then employee performance is estimated at 3.903. The coefficient for the Competence variable is 0.787, which means that every 1 unit increase in Competence will increase employee performance by 0.787. From the results of the correlation coefficient test, a value of 0.941 was obtained, which is in the interval of

0.800-1.000, meaning that the two variables have a very strong level of relationship. Based on the results of the partial determination coefficient, the Competence variable (X1) on employee performance (Y) obtained a determination coefficient value of 0.885. So it can be concluded that the Competence variable (X1) has a contribution influence on the employee performance variable (Y) of 88.5%. From the results of the t-test, it was obtained that for the Competence variable (X1) on employee performance (Y) the t-count value > t-table or (19.589 > 2.004), which is strengthened by a significance value of $0.000 < 0.05$. This shows that H_0 is rejected and H_a is accepted, meaning that partially, Competence has a significant effect on employee performance.

This aligns with Sudarmanto's theory in research (Abdi & Rasmanysah, 2019), which defines competence as the knowledge, skills, abilities, and characteristics of an individual that influence and support a person's work. Spencer, in Ariyanti & Sahputra, 2020, defines competence as a visible characteristic that shapes a person's thinking and behavior patterns across all aspects of a situation and over a long period.

And supported by previous research conducted by Anjani (2019) entitled "The Influence of Competence and Work Motivation on Employee Performance in Marketing at PT. Lambang Putra Perkasa Motor Cirebon with a total of 45 people. The sampling technique used saturated sampling, so that all members of the population were sampled in this study. The data collection technique used a questionnaire and the data analysis used was multiple regression analysis. The results of the study showed that there was a positive and significant influence between the variables of competence and motivation on employee performance. The results of the study showed that there was a positive and significant influence between the variables of competence and motivation on employee performance.

Similarly, the results obtained in Ayu's research (2019) showed that (1) Competence and work motivation have a positive effect on employee performance with. (2) Competence has a positive effect on employee performance. (3) Work motivation has a positive effect on employee performance. (4) Competence has a positive effect on employee work motivation at PD. BPR Bank Buleleng 45.

Followed by research conducted by Andi, et al. (2019) The conclusion obtained from this research is that there is a significant and positive influence of the competency variable (X1) on the employee performance variable (Y) at

Medan Special Class I Immigration Office, where t count (4.692) 3 t table (1.99) with a significant value of $0.000 < 0.05$ means that competence has a significant effect on employee performance.

The Influence of Motivation (X2) on Employee Performance (Y)

$$Y = 4.252 + 0.787$$

From the results of the regression model analysis, it can be seen that the R value of 0.991 indicates a very strong relationship between the independent variables (X1 and X2) with the dependent variable (Y). The R Square (R^2) value of 0.982 indicates that approximately 98.2% of the variation in Employee Performance (Y) can be explained by the Competence variable (X1) and other variables (X2). This indicates that this

regression model is very good at explaining the relationship between these variables. The Standard Error of the Estimate of 1.414 indicates how large the standard deviation of the model's prediction is to the actual value of Employee Performance. In the coefficient section, the constant value of 3.903 indicates that when all independent variables are zero, Employee Performance is estimated at 3.903. The coefficient for the Competence variable (X1) is 0.787, which means that every one unit increase in Competence will increase Employee Performance by 0.787 units. The t-value for the constant is 4.252 with a significance (Sig.) of 0.000, indicating that this constant is significant. For the Competence coefficient (X1), the t-value is 19.589 with a significance (Sig.) of 0.000, also indicating that this variable has a significant effect on Employee Performance. Thus, it can be concluded that Competence has a very significant contribution to improving Employee Performance. This means that the Competence variable has a large influence on Employee Performance, and both influence each other positively.

This aligns with Hasibuan's (2020:143) theory that motivation comes from the Latin word "movere," which means to push or move. Work motivation provides the driving force that fosters employee enthusiasm, encouraging them to cooperate and perform well, and to unite all their efforts to achieve satisfaction.

And supported by previous research conducted by Ekhsan (2019) The results of this study indicate that partially and simultaneously the variables of motivation and discipline influence the performance of PT Syncrum Logistic employees. This is evidenced by the results of the simultaneous test (F Test) and the results of the Partial Test (Uj1 t) also showing significant values of the two independent variables that support the hypothesis. Therefore, the test results of this study state that there is a simultaneous influence between the variables of motivation and work discipline on performance.

Similar to the results obtained by Doni Bachtiar (2018) Based on the results of the study, the multiple linear regression equation was obtained - 23.857 - 0.180 X1 - 0.94 X2. By using SPSS 16, the results of the F test hypothesis showed F count = 16646 with a significance value = 0.000 < 0.05, which means that H3 which reads "There is a significant influence of motivation and work environment on the performance of PT. Aqua Tirta Investama employees in Klaten" is accepted.

Followed by research conducted by Rahmi (2017) The results of the hypothesis and analytical tests are as follows: (1) The competency variable (X1) has a positive and significant effect on employee performance (Y), based on a regression coefficient of 47.6% and a t-value of 0.000 (<0.05). This means that work competency (X1) has a positive and significant effect on performance (Y), (2) The motivation variable (X2) has a positive and significant effect on employee performance (Y).

The Influence of Competence (X1) and Work Motivation (X2) on Employee Performance (Y)

$$Y = 3.903 + 0.787 + 0.885 + 0.982$$

From the equation above, it can be concluded that the constant value (a) of 3.903 indicates that if the Competence variable (X1) and other variables (X2) are considered constant, then the Employee Performance variable (Y) will have a value of 3.903. The coefficient for the Competence variable (X1) of 0.787 indicates that if Competence increases by one unit, then Employee Performance will increase by 0.787 units provided that other variables remain constant. Based on the results of the correlation coefficient test, the coefficient of determination (R-Square) value is 0.885. This means that Competence (X1) and other variables together have an influence contribution of 88.5% on Employee Performance (Y). Based on the results of the F test hypothesis test, the calculated F value is 384,000, which is greater than the F table of 3.160 ($384,000 > 3.160$). This is also reinforced by the significance probability value of 0.000, which is less than 0.05. Thus, H_0 is rejected and H_a is accepted, meaning that simultaneously, Competence and other variables have a significant effect on Employee Performance.

This aligns with Herzberg's theory (2020:30), which states that two factors influence work motivation: motivating factors (which increase satisfaction) and hygiene factors (which prevent dissatisfaction). Employee competence can be considered a motivating factor because when employees feel capable and skilled, they are more motivated to perform well, which in turn improves performance.

And supported by previous research conducted by Asyi (2019) "The Effect of Competence and Independence on Audit Quality with Auditor Ethics as a Moderating Variable". The first result of this study shows that competence has a positive effect on audit quality. Therefore, auditors who continue to expand their knowledge and gain more experience will produce good and reliable audit quality.

Similar to the results obtained by Hastuti (2023) The Influence of Competence and Motivation on BAPPEDA Employee Performance, the analysis results show that Competence influences employee performance (Hypothesis 1 is accepted). Motivation influences employee performance (Hypothesis 2 is accepted).

Followed by research conducted by Rosmaini, R., & Tanjung, H. (2019) "The Influence of Competence, Motivation and Job Satisfaction on Employee Performance" These results prove that the competency variable has a positive and insignificant effect on employee performance at the Public Works and Public Housing Agency of Aceh Tamiang Regency. Competence in science can be improved by participating in training that is appropriate to their field of work, so that employees can deepen their knowledge and knowledge and can complete work well and improve their performance. Work experience can also affect work results, with the more experience an employee has in working the more he understands so that his performance can improve.

CONCLUSION

Based on the results of the data analysis that has been done, this study concludes that both competence and work motivation have a significant influence on employee performance at PT. Indomarco Prismatama Lebak Bulus, South Jakarta. Competence is proven to have a large influence on employee performance, with a contribution of 41%

to performance, which indicates that increasing employee skills and knowledge can significantly improve their work results. This is reflected in the t-value which is greater than t-table and a significance smaller than 0.05, which indicates a partial influence of competence on employee performance. In addition, work motivation also has a positive effect on employee performance, with a contribution of 56.8%, which indicates that factors such as incentives, recognition, and a supportive work environment can increase employee productivity and commitment.

Simultaneously, competence and motivation influence employee performance, contributing 34%. This suggests that the combination of individual abilities and motivational drive plays a significant role in improving performance. This study also identified several limitations, such as the limited use of variables and external factors, such as the varying work environment between stores, that may influence the results. Therefore, further research with a broader range of variables and a more in-depth methodology is needed to gain a more comprehensive understanding.

Some suggestions include improving competency development through training, particularly regarding adaptation to technological changes and company policies. Furthermore, companies need to design development programs that can increase employee motivation, such as providing incentives and recognizing achievements. Improvements in competency and motivation are expected to optimize employee performance, enabling the company to achieve its goals more efficiently.

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