

The Effect of Competence, Discipline and Work Environment Again Employee Performance at the Office PT PLN UPDL Makassar Gowa Regency

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ABSTRACT

This research is to know the effect of competence, discipline and work environment at performance, PT.PLN UPDL Makassar Gowa regency. The data used quantitative and qualitative, with the data is primary and secondary with the number of respondents 86 people, the data is processed with the SPSS program and analyzed with descriptively and statistical calculations with multiple linear regression. Then the competence has a significant positive effect on the performance of employees. Discipline has a significant positive effect on the performance of employees. Work environment a significant positive effect on the performance of employees. And competence, discipline and work environment simultaneously have had a positive impact and significant of the performance of employees at PT.PLN UPDL Makassar Gowa regency.

KEYWORDS: *competence, discipline, work environment, performance*

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1. INTRODUCTION

the development of Human resource an integral part of the National development need to get priority and attention seriously to create good quality human in support of development in face the challenges and troubles that multi complex. Smooth the duty is highly dependent on professional in implementing the tasks and responsibilities well. For it needed variables sustains the like competence, discipline, work environment. Competence is factors that determine the increase in the performance employees. According to Boutle (2000:51), competence is characteristic underlying someone to be able to demonstrate her achievement good working in the field of employment. The competence of employees consisting of knowledge, skill and attitude adapted to the field of employment required by organization so the it can performance who performed well.

Factors discipline also had an influence on performance employees according to Hasibuan (2005:193), discipline is awareness someone obey all regulation organization and norms prevailing social. Awareness social is a person who voluntarily obey all rules and aware of tasks and responsibilities. While allegiance is an attitude, behavior and deeds someone who in accordance with the organisation both written or not written. According to Nawawi (2001:42), work environment is a condition dynamically from a situation work can make employees pleased that a work

environment where conducive to improve organisational performance. So work environment is a condition that is positive or negative influence effectiveness of data processing and information.

Performance employees be used management to make an assessment periodically about the effectiveness of operational an organization according to the targets, standards and performance set. Performance employees is hard work reached in a period of the indicators used for measuring performance employees is stand firm at work, neatness hard work, the accuracy of standard time, the ability making plans work so reached efficiency and effectiveness. Several problems such as low performance employees because it is still the low competence, discipline is low and workplace the less supportive including facilities work inadequate so that employees cannot do their job well. Based on the discussion the hence writers interested to hold more research on the influence of competence, discipline, work environment of the performance of employees at PT.PLN UPDL Makassar Gowa regency.

2. LITERATUR REVIEW

A. Competence

The concept of competence cover the framework reference basic dikonstruksi by involving the measurement of

standard recognized. Aspect next competence not only to be seen by the other person but to be proved in carries on the function work every individual need to realize that knowledge available is added value in the strengthen organization. according to Wibowo (2010:266), competence having understanding according to emphasis and the point of view of writers, but basically there is a generally agreed about elements competence, consisting of knowledge, skill and personal attributes. Therefore behaviors that owned by an individual in doing the duties charged in the organizations.

B. dicipline

Dicipline it means exercise or education propriety and sprituality and developing story. Of the nature of dicipline pertaining to the development of attitude worthy of towards their job Siagian (2004:278) sfecifically has given understanding on dicipline of work that is an attitude respecting cherish, have obedient to regulations and can run and not evasive for the punishment when she broke responsibility and aauthority who is given. According to Simamora (2004:610) dicipline reflect size of a sense of responsibilty someone to a give for both firms and demands duty that was found in work. The incators used compliance to rules or good governance prevailing, adherence to instruction from the boss, dressed with use id agencies, use and maintain office supplies carefully and work by following ways work as specified.

C. work environment an enterprise very infortant conideration management. A work environment where focus for employees can improve the performance. In contrast a work environment where inadequate will reduce performance employees. Environment condition work is said both or appropriate when people would maitain the activity in optimum healthy safe and comfortable. According a work environment where can be seen as a result for long periods, the indicators used is, facilities work sufficient , place or atmosphere work fun, security and data information, conformity duties and responsibilities to the work carried out, harmony between employees in the environment work interwomen with good.

D. Performance employees, performance is activity pertaining to elements who engages in an input and the process of producing a output and benefit, performance employees basically is the ability to reach job requirement that went forth before with intent to keep quality of work. Simamora (2005:231), the thing was also by Scott the increase in the performance employees means prepare employees to assume responsibility given and relating to the intellectual and emotional it takes to execute a better job. Performance assessment is about performance civil servants and accountability. In a world that compete global carbon company demanding strong performance. Along with that, employees need feedback upon the performance of them as guidelines his behavior in which to come. Assessment work in principle includes quantitative of the performance of the job. Performance assessment is one of the functions of fundamental personnel.

3. METHODS

This report is written with approach survey and gave the questionnaire to analyze pact and the data support information required to support discussion research. The

kind of research is descriptive and qualitative namely disentangle and explain of the influence of competence, dicipline, and workplace of the performance of employees at PT.PLN.PUDL Makassar Gowa regency. Time research two months that is august until september 2020, with a population of 86 people. Heard a population of that is not too large, according to Singarinbun and Efendi (1995), population are defenid as the generalization that consisting object or subject to have characteristic of certain and have equal opportunities to be chosen to be sample. To cultivate data the survey, hence writers used two methods that is:

1. Descriptive analysis, provides an overview of the results of the study in general against a few items question the result of which taken from the answers of the respondents and differences perceptions of any source of. Can also steps in an analysis research the influence of competence, dicipline and workplace of the performance of employees at PT.PLN UPDL Makassar gowa regency is as scale likerst is every indicator variable assessed by respondents by using scale ordinal that uses rank answer by given a score between 1 to 5.
2. Statistical Analysis, linear analysis multiple in this research used to know the influence of competence, dicipline and workplace of the performance of employees. Test used is:
 - A. Test R and R^2 , a correlation coefficient r show large or minuteness of closeness betwee variables freely in together with a variable bound. While value r^2 show the koefficients determination that is measuring large percentage of change of the variables bound caused by of change pf the variables freely in together.
 - B. Test-F, this test is used to know degree or power influence between variables free in together with a variable bound. The coefficients this gained by take root of the coefficients determination r .
 - C. Test-t (partial), the test used know degree or power between variable freely in partial with variable bound. Testing was conducted by comparing t-count with t-table the first significant 5 percent. Can also requirements test-t is as follows:
 1. If $t\text{-count} > t\text{-table}$, so H_0 rejected and H_a received, it means variable free will surely reveal variable bound and there are influence between the two variable to be tested.
 2. If $t\text{-count} < t\text{-table}$, so H_0 received, H_a rejected, it means variable free not will surely reveal variable bound and no influence between the two variable to be tested.
- D. test validity and reliability
 1. test validity the data used as an instrument for measuring valid or not a the questionnaire. A the questionnaire said valid when a question on how to do capable of to disclose something to be measured by the questionnaire with employing correlation bivariate. According to Sugiyono (2004:271), when the validity of every question greater than 0,60 so grains questions considered valid.
 2. reliability test, if a measuring instrument can be used twice for measuring the same symptoms the results of the measurement of processed relatively consistently, so a measuring instrument is considered reliable. According to Sugiyono (2004:273) that reliability test determined by the coefficients cronbach's alpha with

requires an instrument that reliable if it has the coefficients cronbach's alpha above 0,60.

- E. test normality, in do the regression the time is the data used normal. To know normality distribution data is conducted by seeing value residual on the model regression being tested, if residual having the normal distribution this value to scatter data will lie around a straight line (Sugiyono, 2004). If the asymptotic significant data greater than 5% so the data are having a pattern the normal distribution. In contrast when asymptotic significant small than or equal to 5% so data referred to having a pattern distribution an abnormal (Hair, *et.al*, 1998)
- F. multicollinearity test, aims to testing whether model regression find any correlation independen variable. Multicollinearity can be viewed through value variance inflation factors (VIF) or tolerance value.

The existence of multikolinieritas it can be seen when value VIF>10 or in its opposite with saw the value tolerance <0,1 and vice versa. If the VIF of each variable <10, and tolerance value >0,1 it can be said there no symtoms multikolinieritas or the relationship happened between variable free tolerable so it will not disturb the results of regression.

G. Heterokedastisitas test

Heterokedastisitas test done to testing whether in model regression happened dissimilarity variance of residual one observation to observation other. In the regresion, one of an assumption that have to be in fill is the variance of residual one obsevation to observation other not having specific pattern. The pattern not at indicated by value that is not same between one variance of residual called heterokedastisitas.

4. TESTING RESEARCH INSTRUMENTS

1. Test validity research instruments

Table 1 the results of the validity research instruments

Instrument	Corrected Item Total Correlation (r count)	r table (n = 108 ; α 0,05)	Information
Y.1	0,815	0,195	Valid
Y.2	0,791	0,195	valid
Y.3	0,857	0,195	valid
Y.4	0,703	0,195	valid
Y.5	0,785	0,195	valid
X1.1	0,774	0,195	Valid
X1.2	0,806	0,195	valid
X1.3	0,770	0,195	valid
X1.4	0,866	0,195	valid
X2.1	0,808	0,195	Valid
X2.2	0,773	0,195	valid
X2.3	0,798	0,195	valid
X2.4	0,890	0,195	valid
X3.1	0,751	0,195	Valid
X3.2	0,782	0,195	valid
X3.3	0,889	0,195	valid
X3.4	0,802	0,195	valid

Source : the results of the analysis, 2020 (appendix 5)

Based on the results the validity seen in table 1, so obtained value r count of to 17 items statement re either 0,703 until 0,890, where the value of r count > value r table, for in =108 the level of α 0,05 obtained r table =0,195. So can be expressed that all items statement in questionnaires is valid so it can be used for futher analysis. Value corrected items total correlation (r-count) performance variables employees re either 0,703 – 0,815, competence variable re either 0,703 – 0,815, discipline re either 0,773–0,890, and work environment employees re either 0,751 – 0,889. This is shows the r count > r-table show all items a statement used in this research are valid.

2. reliability test

test results reliabilitas of each item statement variables used in this research can be seen in table 2

Table 2 test results reliabilitas research instruments

Instruments	Cronbach's Alpha if Item Deleted (r count)	r table (n = 108 ; α 0,05)	Information
Y.1	0,968	0,195	reliabel
Y.2	0,969	0,195	reliabel
Y.3	0,968	0,195	reliabel
Y.4	0,970	0,195	reliabel
Y.5	0,969	0,195	reliabel
X1.1	0,969	0,195	reliabel
X1.2	0,969	0,195	reliabel
X1.3	0,969	0,195	reliabel
X1.4	0,968	0,195	reliabel
X2.1	0,969	0,195	reliabel
X2.2	0,969	0,195	reliabel
X2.3	0,969	0,195	reliabel
X2.4	0,967	0,195	reliabel

X3.1	0,969	0,195	reliabel
X3.2	0,969	0,195	reliabel
X3.3	0,967	0,195	reliabel
X3.4	0,969	0,195	reliabel

Source: the results of the analysis 2020 (appendix 5)

The results of the analysis test realibitas mentioned above obtained value *Cronbach's alpha* (r count) of 17 items statement re either 0,884 until 0,901, where is the value r count >value r-table 0,195 value *Cronbach's alpha* (r-count) of performance variables employees re either 0,968–0,970, variable competence re either 0,968 – 0,969, discipline re either 0,967–0,969, and employee environment re either 0,967–0,969. This shows the r count > r-table 0,195 that all items a statement used in this research was reliabel in measuring variable influence competence, discipline and workpalce employees of the performance of employees PT.PLN UPDL Makassar.

3. Test Multikolinearitas

the calculation of the value of VIF carried out to regression in this can be seen in table 3

Table 3 Multikolinearitas test results

Model	Collinearity Statistics	
	Tolerance	VIF
(Constant)		
1 Competence (X ₁)	0,286	3,496
discipline (X ₂)	0,346	2,890
Employee environment (X ₃)	0,159	6,286

a. Dependent Variable: Y
Source: the results of the analysis 2020 (appendix 7)

Test results multikolinearitas in table 3 shows is that all value VIFwho <10 and value of tolerance >0,1. This indicates that an indication that the multikolinearitas in this research not proved or there is no multikolinearitas or the relationship happened between variable free tolerable so it will not distrub the results of regression.

5. HYPOTHESIS TESTING

1. Testing hypothesis simultanously, as for result of testing simultanously can be seen in table the following

Table 4 the results testing simultanously (test F)

ANOVA ^b					
Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	25.690	3	8.563	251.839	.000 ^a
Residual	3.536	104	.034		
Total	29.227	107			

a. Predictors: (Constant), X3, X1, X2
b. Dependent Variable: Y

Source: the results of the analysis 2020 (appendix 7)

Data in table 4 showing that the F-count obtained is 251,839

Data pada Tabel 4 menunjukkan bahwa nilai F-hitung yang diperoleh adalah 251,839, while the F-table (df1=3; df2=104) with the error (α = 0,05) obtained 2,70 with a signficance 0,000 thus value F-count > F-table or 251,839 > 2,70 means significant on a level alpha very small (0%) with the results of this so can concluded that simultanously independent variable (comptence, discipline and employee environment) significant and positive of the performance of employees PT.PLN UPDL Makassar

2. the testing of hypotheses in partial

Table 5 the results of in partialHasil (test-t)

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.235	.168		1.394	.166
X1	.246	.059	.266	4.170	.000
X2	.502	.084	.534	5.987	.000
X3	.190	.090	.181	2.112	.037

a. Dependent Variable: Y

Source: the results of the analysis 2020 (appendix 7)

Based on testing in table 5 shows that the variable competence, discipline in partial influential significant and positive of the performance of employees, while variable work environment influential significant. Significant influence can be known from

the value t-coun which obtained greater than t-table (1,983) and can be know with signifkcant value than 0,05 ie competence (0,000 < 0,05) or significant, discipline (0,000 > 0,05) or significant and work environment (0,037 < 0,05) or significant. The result of the multiple linear regression equation of this research model is: $Y = b_0 + b_1X_1 + b_2X_2 + b_3X_3 + e$ $Y = 0,235 + 0,246 X_1 + 0,502 X_2 + 0,190 X_3$ fungsional relationships of independent variable X_1 and dependen variable Y seen from the coefficients standardized beta, obtained the same as the following: $Z_Y = 0,266 X_1 + 0,534 X_2 + 0,181 X_3$ based on the regression equation is linier mentioned above:

- a. kostanta (b0) obtained 0,235 claimed that if there is no competence, discipline and workplace empolyees is 0,235,
- b. $b_1 = 0,246$ shows that competence have had a positive impact and significant of the performance of employees on the PT.PLN UPDL Makassar. Means the met competence, so performance employees tended to increase. The variable influence competence of the performance of employees to known through standardized coefficient 0,266 or 26,6 percent
- c. $b_2 = 0,246$, shows that discipline have had a positive impact and significant of the performance of employees on the PT.PLN UPDL Makassar. Means the met discipline, so performance employees tended to increase. The variable influence discipline of the performance of employees to known through standardized coefficient 0,534 or 53,4 percent.
- d. $b_3 = 0,190$, shows that work environment have had a positive impact and significant of the performance of employees on the PT.PLN UPDL Makassar. Means the met work environment, so performance employees tended to increase. The variable influence work environment of the performance of employees to known through standardized coefficient 0,181 or 18,1 percent.

Based on the above analysis it can be seen that of the three variable sifnificant, it turns out that variable discipline employees the most influence in improve the performance because obtained standardized coefficient greater than that of variable others are 0,534 or 53,4 percent

Analysis the coefficients determination (R^2) used to explain how big the influence of all independent variable on dependent variable. The value R^2 can be in table 6

Table 6 the results of testing then coefficients determination (R^2)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.938 ^a	.879	.876	.18440
a. Predictors: (Constant), X1, X2, X3				
b. Dependent Variable: Y				

Source: the results of the analysis 2020 (appendix 7)

Based on the results of testing determination in table 6 can be explained that the magnitude of the coefficients determination (R^2) is 0,879 or 87,9%. The coefficient said this determination that competence, discipline and work environment employees on the PT.PLN UPDL Makassar is 87,9% the rest is 12,1% influenced by other variables that aren't pursuing

6. DISCUSSION

The results of testing simultaneously or partial show varible competence, discipline and work environment employees on the PT.PLN UPDL Makassar. Of the three independent variable the give a dominant influence is the variable competence, discipline and work environment employees to performance employees, described the following:

A. The influence of competence of the performance of employees

Significant impact show by competence determined by the magnitude of the role of indicators who formed. Significant impact this is caused by knowledge possessed employees incapable of supporting the completion of employees with good duties, this is also skill owned employees supports the completion of a job with quickly and correctly. And expertise owned employees also incapable of supporting the completion of duties well in accordance the field of work employees thus, fourt the indicators capable of forming variable competence, but the indicators still need to be improved especially an indicator that put a value mean relatively low that performance employees to be improved in time is coming.

B. The influence of discipline of the performance of employees

The results of partial testing show discipline variables positive and signifkcant effect on employee performance,

this indicates there is a directional relationship between discipline with employee performance. Means if discipline increased performance employees tending to will increase, discipline determined by magnitude of indicators who formed, namely: (a) adherence to regulation or good governance prevailing, (b) adherence to intruction from the boss, (c) dressed whit use id agencies, (d) working with follows the rules of the work that it had determined. Fourth the indicators should be empowered maximally in order to support discipline to improve their performance employees on the PT.PLN UPDL Makassar. The results of this research in line with the theory put forward by Hasibuan (2005:193) the community is aware of that discipline and willingness someone obey all regulation organizations and prevailing social norms. Awareness is a person who voluntarily obey all rules and aware of task and responsibilities. While willingness is an attitude, behavior and deeds someone who in accordance with the organization, both written or not written.

C. Environmental influence work of the performance of employees

Work environment determined by the magnitude of the role of indicators, namely: (a) facilities adequate work, (b) place or atmosphere work pleasent, (c) safety and data storage and information,(d) comformity duties and responsibilities to the work carried out, and fourth the indicators should be empowered maximally in order to support work

environment to improve their performance employees. Based on an analysis the work environment contributed most small in improving the performance, the result of this research prove that work environment give a positive influence and significant of the performance of employees at PT.PLN UPDL Makassar, means the better work environment and performance employees tends to be good. This research in line with research conducted by Surya Hamsa (2010) and Muhammad Ridha Suaib (2008), prove that work environment significant of the performance of employees

7. CONCLUSION

Based on the discussion and analysis from can concluded the following:

1. The results of testing simultaneously or by partial shows that variable competence, discipline and workplace employees significant and positive of the performance of employees at PT.PLN UPDL Makassar.
2. Of the three independent variable significant used in determining the performance of civil servants it turns out that variable discipline have leverage the most dominant in improving the performance of employees at PT.PLN UPDL Makassar.

8. SUGGESTION

Based on way of conclusion writer give some suggestions as follows:

1. Should competence, discipline and workplace employees to important considerations in draw up a policy that are aimed at improving performance employees, but an indicators that will give the proportion of the smallest in forming third the variable should be empowered maximally, including expertise appropriate the field of work be increased, provide the opportunity develop a career for every of civil servants and workplace employees be improved.
2. Discipline give a dominant influence on performance of civil servants suggested to maintain policy related to discipline. Namely: (a) adherence to regulation or good governance prevailing, (b) adherence to instruction from the boss, (c) dressed with use id agencies, (d) working with follows the rules of the work that it had determined. fourth the indicators should be empowered maximally in order to support work environment to improve their performance employees.
3. While work environment impact increase relatively low. Suggested to increase related to work environment as (a) facilities adequate work, (b) place or atmosphere work pleasant, (c) safety and data storage and information, (d) conformity duties and responsibilities to the work carried out, and fourth the indicators should

be empowered maximally in order to support work environment to improve their performance employees.

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