

THE IMPACT OF TRAINING AND COMPETENCE ON EMPLOYEE PERFORMANCE

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ABSTRACT

The purpose of the training is to improve employee competence, so that employees who have insufficient abilities or skills can be given training, the aim is to boost employee performance to make it better. So that means training and competence both really influence employee performance. The research method is an activity process in the form of collecting analytical data and providing interpretations related to research objectives. The independent variable is competency and training with the dependent variable being employee performance. Respondents of this study were employees of the Bandung City Development Planning Agency (BAPPEDA). The results of the study showed that training had a positive and significant effect on

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1. INTRODUCTION

In Indonesia the development of social and economic development still experiencing equality, this occurs due to the uneven distribution of infrastructure development in parts of Indonesia, currently development is more focused on the island of Java so that areas outside Java can be said to be left behind. Director of the National Development Planning Agency (BAPPENAS), efforts to develop areas to ensure equity and reduce inequalities are currently a national development priority. Not evenly development (regional inequality) also has an impact on economic inequality in Indonesia. The disparity rate between regions in Indonesia is very high. In eastern Indonesia poverty is 18.01%, in western Indonesia is 10.33%, and in urban areas 7.02%. Meanwhile, there was income inequality in rural areas of 0.324 and urban areas of 0.4 (ugm.ac.id).

In addition, the challenge currently being faced by the National Development Planning Agency (BAPPENAS) is strengthening regional growth centers. Quoted from ugm.ac.id, strengthening regional growth in Indonesia is urgently needed because the success rate of new growth centers is low, namely 6 out of 12 special economic zones (KEK), 2 out of 4 free trade zones, 4 out of 14 industrial zones (KI). And free harbor (KPBPB) and 10 tourist destinations. Space utilization is also a problem that has not yet been resolved. From time to time the space conflict is increasing. In the 2015-2018 period there were 15,525 spatial conflicts. Around 20,000 villages in large forest and plantation areas cannot implement

Duty and especially for infrastructure development. In addition, disaster events due to the use of space from time to time are also increasing, namely there are 20,000 cases of floods, landslides, forest fires and others. One of the causes of these problems is due to the fact that connectivity to and from growth centers is still weak, coupled with an underdeveloped district strategy [1], [2].

In the city of Bandung there is still a lack of green open space (RTH), as a large industrial area with at least 4,000 operating factories, the presence of green open space (RTH) is so important to counteract air pollution. Quoted from Republika.co.id 2020, the head of the physical planning and spatial planning division of the Bandung City BAPPEDA, Edi Yusuf Taufik said that Bandung City's green open space (RTH) only makes up 16% of the urban area, much smaller when compared to the area of the city. Green open space (RTH) that must be owned by an area, namely at least 30% of the area, of which 20% must be built by the local government.

There are 7 (seven) sub-districts in the city of Bandung which are urban areas and are required to have green open spaces namely Central Cikarang, West Cikarang, East Cikarang, North Cikarang, South Cikarang, Cibitung and Tambun. The total area of the 7 (seven) sub-districts is 33,604 hectares. According

to the provisions, 10,081 hectares should be green open space and the local government is required to build 6,720 hectares of them.

Currently, the city of Bandung has green open space with an area of 5,376 hectares or around 16% of the total area. This means that the Bandung City Regional Development Planning Agency (BAPPEDA) still has to build another 1,344 hectares of green open space (RTH) in the city of Bandung.

Slum areas have become a national issue because all regions on a national scale have not been able to disappear from slum areas that have become urban areas, including in the city of Bandung. In the city of Bandung there are still dozens of villages that are declared slums based on the identification of slum areas with several criteria. Quoted from detiknews.com, 2019. Head of the Bandung City BAPPEDA, Slamet Supriyadi said that in the Bekasi district area there are hundreds of slums scattered in a number of villages. Indicators that make an area included in the slum area category include waste management, communal waste management, building aspects, drainage, environmental roads, clean water supply, fire protection and availability of public open space.

In this case the role of the government, especially through the Bandung City Regional Development Planning Agency (BAPPEDA) can be the front guard to solve these problems. The Bandung City Regional Development Planning Agency (BAPPEDA) is a regional technical institution led by a head of agency whose main task is to assist Governors, Regents and Mayors in administering regional government in the areas of research and regional development planning. Problems regarding regional inequality, green open space and slum settlements is a serious problem because if left unchecked it will continue to increase so that there needs to be significant handling efforts.

To be able to deal with these problems, of course the performance of employees from the Bandung City BAPPEDA will greatly influence the targets and achievements to be achieved. Because according to Mangkunegara in [3] that the term performance comes from the word job performance or actual performance (actual work achievements or achievements achieved by a person), namely work results in quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities assigned given to him.

One of the factors that affect employee performance is training. In the world of work, one way to improve the quality of its employees is by training. According to Malayu in [4], training is an attempt to improve the theoretical, technical, moral and conceptual abilities of employees according to job requirements.

To be able to find out what the conditions are regarding employee training at Bappededa, a pre-survey was conducted, which consisted of indicators regarding training for 30 employees. Based on the distribution of the questionnaire, the data obtained shows that the condition of employee training at BAPPEDA Bandung City has not been as expected, this can be seen from the results of a pre-survey of 30 employees. There are several low indicators, namely, the number of employees who give answers that quite agree 4. The trainer has the appropriate qualifications field, professional and competent employees are enthusiastic and enthusiastic when participating in training, and employees who give answers quite agree 6.

The training material provided is in accordance with the position or according to what the employee needs, the employee who gives answers quite agrees 6 and disagrees 2. The training method used is appropriate, the employee who gives the answer quite agrees 9. The training material is in accordance with what I need, the employee who gave answers that quite agree 21.4% and disagree 7.1%. Mastering the various training materials provided, employees who gave answers quite agree 4 and disagree 2. From the data above it can be seen several indications that make employee training less than optimal at BAPPEDA Bekasi.

In addition to training, competence is an important factor overall has 70 employees consisting of 58 civil servants and 12 THL, who have different educational backgrounds. Based on previous explanation, in order to be able to see how the actual conditions regarding employee competence in Bappededa were carried out a pre-survey, which consisted of indicators regarding competence to 30 employees. Based on the distribution of the questionnaire, the data is obtained in table 1

Table 1. Results of the Employee Competency Pre-Survey
BAPPEDA Bandung City

Question	Answer				
	SS	S	CK	TS	S ₁
Have prior work experience work in BAPPEDA Regency Bekasi.	2	26	2	-	-
Educational background i fit the job being lived.	-	24	4	2	-
Me could understand the middle ground faced and could help find solution.	2	23	3	2	-
I often bring up new ideas for progress organization.	-	9	9	2	-
Knowledge which I have enough could support my work.	2	4	2	2	-

Source: Results of Research Pre-Survey (2020)

Based on table 1, it can be seen that the competency conditions of employees at BAPPEDA Bandung City are not as expected, this can be seen from the results of a pre-survey of 30 employees. There are several low indicators, namely having work experience before working at BAPPEDA Bandung City, employees who provide answers quite agree 2. My educational background is in accordance with the work being undertaken, employees who provide answers quite agree 4 and disagree 2. Can understand the problems being faced and can help find solutions, employees who give answers quite agree 3 and disagree 2. Often bring up new ideas for the progress of the organization, employees who give answers quite agree 9 and disagree as much as 2. Knowledge possessed is sufficient to support work, employees who provide answers quite agree 2 and disagree 2, which means that the knowledge that employees have is not enough to be able to support their work.

2. METHODS

This research focuses on the study of management science in the field of Human Resource Management (MSDM). The data analysis method uses a quantitative descriptive method. The research method is a process of activity in the form of collecting data analysis and providing interpretation related to research objectives.

Variables free namely competence and training with the dependent variable is employee performance. The respondents of this research are employees Body Bandung City Development Planning Agency (BAPPEDA) with the population of this research, namely civil servant employees at the Bandung City Regional Development Planning Agency, namely with a total of 58 employees. It is also noted that the selected sample must show all the characteristics of the population so that it is reflected in the selected sample, in the words otherwise the sample must be able to describe the actual state of the population or represent (representative). Due to the relatively small population. So that the sample used in this study amounted to 58 employees. The analysis tool uses path analysis (path analysis) using SPSS tools.

3. RESULTS AND DISCUSSION

3.1. Validity Test and Reliability Test

In order for the results of data analysis in this study to be repressive and reliable, it is necessary to test the validity of each indicator beforehand. Testing the validity of the questionnaire data for training variables found that for each training indicator, competency and performance of all training variable indicators were declared valid because the value of all indicators was more than 0.3. It is known that the r count of the Training variable is 0.696, the Competency variable is 0.783 and the Performance variable is 0.804. So all the variables in this study were declared reliable because the r count was more than 0.6.

3.2. Normality

Based on the results of the Kolmogorov Smirnov Normality test, the residual value is 0.747. Means $0.747 > 0.05$ so it can be concluded that the data used in this study were normally distributed. Thus the parametric statistical test in this study can be used.

3.3. Descriptive Analysis

The total score of all training variable indicators (X1) is 2,337, obtained by an average of 23.37 at a score of 4 with a scale range of 197.3-243.6 which is in the criteria of agree, meaning that the Bandung City Regional Development Planning Agency Employee Training is good or appropriate.

The total score of all Competency variable indicators (X2) is 1,870, an average of 207.8 is obtained at a score of 4 with a scale range of 197.3-243.6 which is in good criteria, meaning that the Work Competence of Regional Development Planning Agency Employees. The city of Bandung is already good or appropriate. The sum of the scores for all indicators of the Performance variable (Y) of 2,198 obtained an average of 219.8 at a score of 4 with a scale range of 197.3-243.6 being in the Agree criterion, meaning that the Performance of the Employees of the Bandung City Regional Development Planning Agency is good or appropriate.

3.4. Verification Analysis

1) Correlation Between Training (X1) and Competency (X2)

From the results of primary data processing with SPSS it was found that the correlation coefficient between Training (X1) and Competence (X2) was 0.607. It can be concluded that Training (X1) and Competence (X2) are included in the fairly strong category which are found at intervals of 0.600-0.799

2) Coefficient of Determination (Test R2)

Based on the coefficient of determination test, it shows a correlation coefficient (R) of 0.589, which means that there is a close correlation between Training (X1) and Competence (X2) on Performance (Y) of 58.9%. The amount of Training (X1) and Competence (X2) on Performance (Y) is shown by the R square value of 0.347, meaning that the effect of Training (X1) and Competence (X2) on Performance (Y) is 34.7%, the remaining 65.3% influenced by other factors not examined in this study (ϵ).

3.5. Hypothesis Testing Results

1) Training Correlation (X1) with Competency (X2)

Based on the T-Test it can be concluded that the tcount value of the Training variable is 5,709. The calculated t value above is then compared to t table with a significant level of 5%, $df = n - 3 = 58 - 3 = 55$ obtained t table = 1.673. Thus it is known that $tcount(5.709) > ttable(1.673)$, then it can be stated that H_0 rejected then H_1 accepted, meaning that the correlation between training (X1) with Competency (X2) significant.

2) Partially Variable Effect Hypothesis (t test)

Table 2. Partial Significance Test (t-test)

Model	Coefficients ^a		Sig.
	standardized	Coefficients Betas	
(Constant)		.723	.090
1 Training	.279	.040	.046
1 Competence	.376	.747	.008

a. Dependent Variable: Performance

Based on the t test table above, it can be concluded that the tcount value of the Training variable is 2.040, so $tcount > ttable$ ($2.040 > 1.673$). So it can be stated that H_0 is rejected then H_1 is accepted, the training variable has a positive and significant effect ($0.046 < 0.05$) partially on performance

Based on the t test table above, it can be concluded that the tcount value of the Competency variable is 2,747, so $tcount > ttable$ ($2,747 > 1.673$). So it can be stated that H_0 is rejected, then H_1 is accepted, the competency variable has a positive and significant effect ($0.008 < 0.05$) partially on performance.

3) Simultaneous Significance Test (F-Test)

Table 3. F-Test)

Model			Sig.
(Constant)		.723	.090
1 Training	.279	.040	.046
1 Competence	.376	.747	.008

Based on the f TEST results of Fcount shows the value of Fcount = 14.637 with a significance level of 0.000 while the value Ftable= 2.38. $F_{\text{gradecount}} > F_{\text{table}}(14,637 > 3.16)$ and a significance level $(0.000 < 0.050)$ with hypothesis H_0 is rejected and H_1 is accepted, so it can be concluded that the independent variables namely Training (X1) and Competence (X2) simultaneously have a positive and significant effect on Performance Behavior (Y) as the dependent variable.

4) Partial Effects of Training (X1) Against Performance (Y)

The partial effect of training on performance is 0.279 or 27.9%. The tcount value of the training variable is 2.040, so $t_{\text{count}} > t_{\text{table}} (2.040 > 1.673)$. This shows that training has a positive and significant effect $(0.046 < 0.050)$ partially on performance.

According to Bintoro & Daryanto in [5] said one of the factors that influence employee performance is ability, to be able to improve employee performance and abilities, one of the ways that agencies do is by providing training. Employees who work unsatisfactorily due to a lack of skills and knowledge by participating in training make it possible to improve their performance.

5) Partial Effect of Competence (X2) Against Performance (Y)

The partial effect of competency on performance is 0.379 or 37.9%. The tcount value of the competence variable is 2,747, so $t_{\text{count}} > t_{\text{table}} (2,747 > 1,673)$. This shows that competence has a positive and significant effect $(0.046 < 0.050)$ partially on performance.

According to Mc.Lelland in [6] competency is a basic characteristic of personnel which is one of the determining factors success or failure of a person in doing a job or in a particular situation. In research [7] says we will be able to predict a person's performance by evaluating the competencies that a person has. Employees who are placed in certain tasks that are assessed by the employee already know what competencies are needed, will know what methods must be taken to be able to optimize their performance. That means the competence possessed by employees greatly influences employee performance.

6) Effects of Simultaneous Training (X1) and Competence (X2) on Performance (Y)

Based on the results of the research, the results of Fcount 14.637 show a value of Ftable 3.16 with a significance level $(0.000 < 0.050)$, it can be concluded that the independent variables namely Training (X1) and Competence (X2) simultaneously have a positive and significant effect on performance (Y).

In research [8], said that performance is the willingness of a person or group of people to do something activity and improve it according to their responsibilities so that the goals set by the organization are achieved. Competence is defined as an ability and skill that is reflected in daily activities and is continuous, while training is a method used to minimize or eliminate discrepancies. ability and skills between employees and what is desired by the organization.

So one of the goals of training is to improve employee competence, so that employees who have insufficient abilities or skills can be given training, the goal is to boost employee performance to make it better. So that means training and competence both really influence employee performance.

4. CONCLUSION

Training has a positive and significant effect $(0.046 < 0.050)$ partially on performance. Competence has a positive and significant effect $(0.046 < 0.050)$ partially on performance. The independent variable, namely Training (X1) and Competency (X2) simultaneously positive and significant effect on performance (Y).

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