

# THE INFLUENCE OF COMPETENCE, MOTIVATION AND WORK DISCIPLINE ON THE PERFORMANCE OF CENTER EMPLOYEES AGRICULTURAL TECHNOLOGY ASSESSMENT (BPTP) MALUKU

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## ABSTRACT

The aims of this research are 1). To determine the effect of competency on employee performance at the Maluku Agricultural Technology Assessment Center (BPTP); 2). To determine the effect of work motivation on employee performance at the Agricultural Technology Research Center (BPTP) Maluku; 3). To determine the effect of work discipline on employee performance at the Agricultural Technology Assessment Center (BPTP) Maluku 4). To determine the influence of competency, work motivation and work discipline on employee performance at the Agricultural Technology Assessment Center (BPTP) Maluku. This research uses primary and secondary data. Primary data was obtained using questionnaires to 41 selected respondents and interviews, as well as secondary data obtained from available literature. The analytical tools used are classical assumption tests, multiple linear regression analysis, hypothesis testing. The results of the research show and prove that: 1). There is a positive and significant influence of competence on employee performance at the Agricultural Technology Assessment Center (BPTP) Maluku, according to the results of the first hypothesis test; 2). There is a positive and significant influence of work motivation on employee performance at the Agricultural Technology Assessment Center (BPTP) Maluku, according to the results of the second hypothesis test; 3). There is a positive and significant influence of work discipline on employee performance at the Maluku Agricultural Technology Assessment Center (BPTP), according to the results of the third hypothesis test. 4). There is a joint influence between competence, work motivation and work discipline on employee performance at the Maluku Agricultural Technology Assessment Center (BPTP), the fourth hypothesis is very supportive. 5). The contribution of competence, work motivation and work discipline to employee performance (R<sup>2</sup>) is 87.0%. Competency has a greater influence on employee performance.

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## 1. INTRODUCTION

The current direction of central government policy means that Civil Servants are required to further improve their quality and good performance in carrying out their main duties and profession. The smooth implementation of government duties in terms of national development is very dependent on the ability and performance of the state apparatus, especially Civil Servants (PNS). Civil Servants serve as elements of the state apparatus whose task is to provide services to the community in a professional, honest, fair and equitable manner in carrying out state, government and development duties to the community based on loyalty and obedience to Pancasila and the 1945 Constitution. Well, it is necessary to develop employees directed at improving the quality of human resources so that they have attitudes and behavior that are core

to devotion, honesty, responsibility, discipline and authority so that they can provide services according to the demands of community development (Panjaitan, 2019).

This research was carried out at the Maluku Agricultural Technology Assessment Center (BPTP). The performance of employees at the Maluku Agricultural Technology Assessment Center (BPTP) is the result of the performance of each employee within it who has been given duties and responsibilities. Therefore, the overall performance of the Maluku Agricultural Technology Study Center (BPTP) employees will be reflected in the performance achievements of the Maluku Agricultural Technology Study Center (BPTP) in implementing the predetermined activity program. Apart from that, it is hoped that this research can have an impact and change the community's paradigm regarding Civil Servants who are considered to always be slow in providing services, and have poor performance which is characterized by the quality and performance of these civil servants not being measured.

The problem that occurs at the Agricultural Technology Assessment Center (BPTP) Maluku is that employees are not fully aware of the objectives of employee development, this can be seen from the existence of employees who have low quality education and the lack of suitability of the type of work with the skills possessed by the employee as well as mistakes the placement and distribution of employees in each work unit is not balanced and there are employees who do not participate in employee development programs, namely through education and training provided by the Maluku Agricultural Technology Research Center (BPTP). This can cause a decrease in the number of high-achieving employees.

The second factor that influences employee performance is work motivation. Motivation is the driving force for someone to try to achieve organizational goals optimally (Agus Sutiono, et al. 2011: 244). Employees can carry out their duties to the maximum, among other things, determined by the motivation that encourages the employee to work diligently and can achieve the goals of an agency under leadership that can create a conducive atmosphere for the work environment. Every employee is not necessarily willing to exert their work performance optimally, so there is still a need for encouragement in the form of motivation so that an employee is willing to use all his potential to work. Providing rewards for work performance achievements is considered to be very inadequate, considering that the pressures and demands of work and the risks at the Maluku Agricultural Technology Assessment Center (BPTP) are very large.

The third factor that influences employee performance is work discipline. Work discipline can have an impact on employees' personal lives which can affect the organization. Organizations need to monitor every action and behavior carried out by employees while working. If there is an act of fraud that is not in accordance with the rules or something that is disallowed based on existing facts, the organization should determine punishment for its employees. Superiors should also know and implement the rules in the organization (Belizzi and Hasty, 2000).

The list of employee absenteeism shows that in 2020, 2021 and 2022 employee absenteeism has increased, this occurs in cases of absence due to leave, illness, permission and without explanation. And in 2021 and 2022 it can be said that the level of absenteeism has decreased or is critical, this is because the level of supervision carried out by the leadership is lacking regarding employee performance. The employee absence list shows that in 2020, 2021 and 2022 employee absenteeism has increased, this occurs in cases of absence due to leave, illness, permission and without explanation. And in 2021 and 2022 it can be said that the level of absenteeism has decreased or is critical, this is because the level of supervision carried out by the leadership is lacking regarding employee performance.

Based on this background, the author is interested in conducting research with the title "The Influence of Competence, Motivation and Work Discipline on the Performance of Employees at the Agricultural Technology Assessment Center (BPTP) Maluku".

## **2. METHOD**

### **Data Type**

The type of data in this research uses secondary data which is quantitative in nature. The population in this study are Civil Servants at the Agricultural Technology Assessment Center (BPTP) Maluku. The research sample was 41 civil servants at the Agricultural Technology Assessment Center (BPTP) Maluku. Data was taken by distributing questionnaires to respondents after which it was measured using a Likert scale which was obtained and then processed using SPSS software.

## Measurement

**Table 1.** Operational Definition

Variable	Definition	Indicators and Measurements
<b>Competence (X1)</b>	Competence is the knowledge, skills and abilities mastered by someone who have become part of themselves, so that they can carry out cognitive, affective and psychomotor behaviors as well as possible.	Work Experience (X1.1) Educational Background (X1.2) Have Expertise, Knowledge and Skills (X1.3)
<b>Work Motivation (X2)</b>	Work motivation is the driving force or driving force to create enthusiasm for work as a result of the interaction process between a person's attitudes, needs and perceptions so that they want to work.	Motif (X2.1) Expectation (X2.2) Incentive (X2.3)
<b>Work Discipline (X3)</b>	Work discipline is a person's work ability to work regularly, continuously diligently and work in accordance with applicable rules without violating established rules.	Workplace attendance (X3.1) Compliance with work regulations (X3.2) Adherence to work standards (X3.3) High alert level (X3.4) Work ethically (X3.5)
<b>Performance (Y1)</b>	Performance is the real behavior displayed by each person as a work achievement produced by employees in accordance with their role in the organization.	Number of Jobs (Y1.1) Quality of Work (Y1.2) Timeliness (Y1.3) Attendance (Y1.4)

### 3. RESULTS AND DISCUSSION

#### History of the Development of BPTP Maluku

BPTP Maluku was originally called BPTP Ambon which was formed based on the Decree of the Minister of Agriculture No. 798/1994, with the main task of carrying out commodity research activities, testing and assembling location-specific appropriate technology. At the beginning of the formation of the BPTP, the Agricultural Research and Development Agency only formed 17 BPTPs including the Ambon BPTP, 4 Loka and Installations in several provinces, currently BPTPs have been formed in all provinces except North Maluku and Gorontalo Provinces. BPTP Ambon is a combination of the Marine Fisheries Research Sub-Institute, the Makariki Food Crop Research Sub-Institute, the Makariki Coconut Experimental Garden, the Bacan Spice and Medicinal Plant Experimental Garden, and the Maluku Agricultural Information Center (BIP). Currently, BPTP Maluku's staff in Ambon is 89 civil servants, consisting of 20 researchers (4 S3, 10 S2, and 14 S1), 9 extension workers (1 S2 and 7 S1), and 43 people (S1, D3, and Senior High School) as administrative staff and technicians.

#### Vision

Currently, BPTP Maluku's staff in Ambon is 89 civil servants, consisting of 20 researchers (4 S3, 10 S2, and 14 S1), 9 extension workers (1 S2 and 7 S1), and 43 people (S1, D3, and Senior High School) as administrative staff and technicians.

#### Mission

1. Conduct studies on 12 island groups and disseminate results according to needs.
2. Conduct studies on 12 island groups and disseminate results according to needs
3. Developing the capacity of the Center in order to improve service capabilities to stakeholders and improve performance.

**Table 2.** Multicollinearity Test Results

Variabel	Nilai		Status
	Tolerance	VIF	
<b>Kompetensi (X1)</b>	0.178	5.612	<b>Bebas Multikolinieritas</b>
<b>Motivasi (X2)</b>	0.143	6.970	
<b>Disiplin (X3)</b>	0.428	2.334	

Sumber : Lampiran Output SPSS

Based on Table 2, the results of the multicollinearity test above indicate that the tolerance value is > 0.10 and the variance inflation factor value is smaller than 10, this shows that the independent variables in this study are free from the classic assumption of multicollinearity.

**Table 3.** Autocorrelation Test Results

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.933 <sup>a</sup>	.870	.860	1.96890	1.868

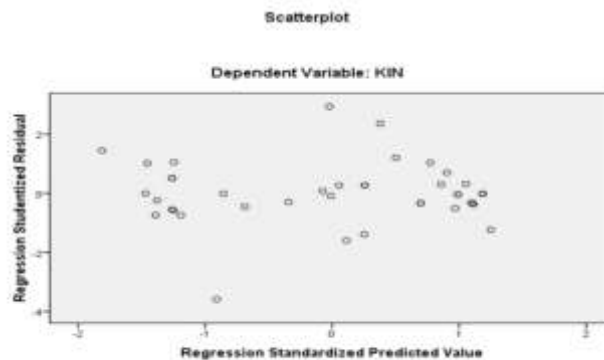
a. Predictors: (Constant), DIS, KMT, MOT

b. Dependent Variable: KIN

Sumber : Lampiran

Based on the results of the autocorrelation test in Table 3, it shows that the results of the Durbin Watson Test show a value of 1,868. The table value uses a significance value of 0.05 (5%), the number of research samples (n) is 41 and the number of dependent variables (k) is 3, so that in the Durbin Watson table, it is obtained that  $dl=1.348$  and  $du= 1.660$ , then if the value then  $du < d < 4- du$  ( $1.660 < 1.868 < 2.34$ ) it can be concluded that there is no autocorrelation.

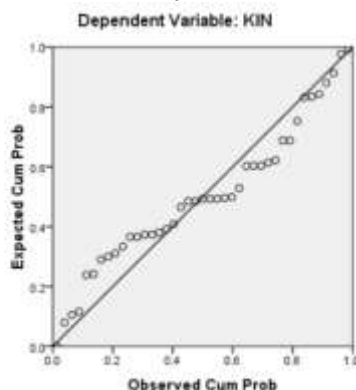
**Table 4.** Heteroscedasticity Test Results



Sumber : Lampiran Output SPSS

The image above shows that the distribution plots on the graph have a wavy, widening pattern and the plots spread above and below the number 0 on the Y axis, so it can be said that all the research variables used in this research are free from heteroscedasticity assumptions.

**Table 5.** Normality Test Results



Sumber : Lampiran Ouput SPSS

The image above shows that the plot pattern is around the diagonal line of the PP Plot Graph. This pattern shows that the data from each variable in this study is distributed normally, or is free from the assumption of data normality.

**Hypothesis test**

**Table 6.** Hypothesis Testing 1

**Rekapitulasi Analisis Regresi Linier Berganda**

Variabel Bebas	Koefisien Regresi	t-hitung	Probabilitas (Sig.t)
Kompetensi (X1)	0.367	2.222	0.032
Motivasi Kerja (X2)	0.322	2.228	0.032
Disiplin Kerja (X3)	0.314	3.871	0.000
Konstanta	5.414		
F hitung	82.856		
Adjusted R <sup>2</sup>	0.860		
R	0.870		
<b>Variabel Terikat (Y) Kinerja Pegawai</b>			

Sumber : Data Diolah, 2023

From the table above, a multiple linear regression equation can be created as follows:

$$Y = 5.414 + 0.367X1 + 0.322X2 + 0.314X3 + e$$

From the regression equation, it can be seen how the independent variables (competence, motivation and work discipline) influence the dependent variable (employee performance).

**Table 7.** Hypothesis Testing 2

ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	963.591	3	321.197	82.856	.000 <sup>b</sup>
	Residual	143.433	37	3.877		
	Total	1107.024	40			

a. Predictors: (Constant), DIS, KMT, MOT

b. Dependent Variable: KIN

Sumber : Data Diolah, 2023

From table 7 it can be concluded that the calculated F is 82,856 > from the F table at the df: 3: 37 level of 2.86. So F count > F table, thus Ho is rejected, meaning that the variables of competence, work motivation and work discipline simultaneously/together have a significant influence on employee performance at the Agricultural Technology Research Institute (BPTP) Maluku (Y) can be accepted or tested at the level real  $\alpha = 0.05$ .

The test results for each variable are explained as follows:

**1. Competency (X1)**

The results of the regression analysis obtained a Tcount value of 2,222 while the Ttable value was 1,682, so Tcount > Ttable means Ho is rejected, meaning the competency variable has a significant effect on employee performance at the Maluku Agricultural Technology Assessment Center (BPTP).

**2. Work Motivation (X2)**

The results of the regression analysis obtained a Tcount value of 2,228 while the Ttable value was 1,684, thus Tcount > Ttable means Ho is rejected, meaning that the work motivation variable has a significant effect on employee performance at the Maluku Agricultural Technology Study Center (BPTP).

**3. Work Discipline (X3)**

The results of the regression analysis obtained a Tcount value of 3,871 while the Ttable value was 1,684, thus Tcount > Ttable means Ho was rejected. The results of the regression analysis obtained a Tcount value of 3,871 while the Ttable value was 1,684, thus Tcount > Ttable means Ho was rejected.

**Table 8.** Testing the Coefficient of Determination

Model Summary <sup>b</sup>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.933 <sup>a</sup>	.870	.860	1.96890	1.868

a. Predictors: (Constant), DIS, KMT, MOT

b. Dependent Variable: KIN

**Sumber : Data Diolah, 2023**

The coefficient of determination R Square is 0.870, which shows that the variation in employee performance at the Maluku Agricultural Technology Assessment Center (BPTP) is explained by competence, work motivation and work discipline at 87.0%, while 13% is explained by other variables not analyzed in the model, including work stress, work culture and others.

**4. CONCLUSION**

Based on the results of the research and analysis that has been carried out, it can be concluded as follows: The research results prove that there is a positive and significant influence of competence on employee performance at the Maluku Agricultural Technology Assessment Center (BPTP), according to the results of the first hypothesis test. The research results prove that there is a positive and significant influence of work motivation on employee performance at the Maluku Agricultural Technology Research Center (BPTP), according to the results of the second hypothesis test. The research results prove that there is a positive and significant influence of work discipline on employee performance at the Maluku Agricultural Technology Research Center (BPTP), according to the results of the third hypothesis test. The research results prove that there is a joint influence between competence, work motivation and work discipline on employee performance at the Agricultural Technology Assessment Center (BPTP) Maluku, according to the results of the fourth hypothesis test. The contribution of competence, work motivation and work discipline to employee performance (R<sup>2</sup>) is 87.0%. Competency has a greater influence on employee performance.

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