

The Influence of HR Competence, Work Discipline and Organizational Commitment on ASN Performance in the Regional Development Planning Agency South Barito Regency

Asrul Nirman¹, Ramadhan²

^{1,2}Sekolah Tinggi Ilmu Ekonomi Pancasetia, Banjarmasin, Indonesia

ARTICLE INFO

ABSTRACT

Keywords:

human resource competence, work discipline and organizational commitment, employee performance

This research aims to determine and analyze the influence of human resource competence, work discipline and organizational commitment on employee performance. This quantitative research uses multiple linear regression analysis method. The independent variables are human resource competence, work discipline, and organizational commitment then the dependent variable is employee performance. Respondents in the research are employees in the regional development planning agency of South Barito using a saturated sample technique consisting of 44 people. This research uses data collection method by interview, questionnaire and literature study. The method of analysis used in this research is using descriptive and multiple linear regression analysis by SPSS. The results of this research influences are (1) human resource competence, work discipline and organizational commitment have positive correlation and significant simultaneous influence to employee performance; (2) human resource competence, work discipline and organizational commitment have positive correlation and significant partial influence to employee performance; (3) human resource competence is the dominant variable between work discipline and organizational commitment on employee performance in the regional development planning agency of South Barito.

Email :

rifkynizza@gmail.com,
mr0633760@gmail.com

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INTRODUCTION

The performance of the State Civil Apparatus is one of the things that influences progress government organization. The higher or better the performance of the State Civil Apparatus, the more the goals of the government organization will be achieved. easy to achieve, and vice versa if the performance of the State Civil Apparatus is low or not good then the planned activities cannot run well and government organizations find it difficult to achieve the goals that have been set. The State Civil Apparatus (ASN) is the main element that has an important role in determining the success of governance and development. The State Civil Apparatus is an individual who works as a driver of a government organization and functions as an asset whose abilities must be trained and developed. The existence of the Regional Development Planning Agency (BAPPEDA) of South Barito Regency is regulated by the Regulation of the Regent of South Barito Number 40 of 2016 concerning the Position, Organizational Structure, Duties and Functions and Work Procedures of the Regional Development Planning Agency. Bappededa as an institution must be of higher quality, so that all formulations of regional development planning policies that will be

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determined and implemented can be scientifically and procedurally accounted for. The State Civil Apparatus in the Regional Development Planning Agency of South Barito Regency is required to have quality managerial competencies in order to achieve organizational goals based on established standards. High and systematic competencies in solving problems that must be possessed by the State Civil Apparatus include knowledge, expertise, skills, attitudes and behavior. In addition to HR competency factors, there are also work discipline and organizational commitment factors which are aspects of the strength of Human Resources (HR) which can be reflected in work discipline behavior and loyal attitudes to the organization, because work discipline and organizational commitment have a strong impact on an organization to achieve success in pursuing planned goals.

Literature Review

Understanding Human Resource Management

According to Bohlander and Snell (2010:4) human resource management is a science that studies how to empower employees in a company, create jobs, work groups, develop employees who have the ability, identify an approach to develop employee performance and reward them for their efforts in working. new system.

Understanding Employee Performance

Mangkunegara (2011:67) states that employee performance is the achievement of an employee's work results by carrying out the tasks given to him in accordance with his responsibilities.

Understanding Competence

Wibowo (2012:324) provides understanding competence that is ability somebody in carry out a work with based on by skills And knowledge as well as supported by attitude good work. According to Surya Dharma (2012:102) that competence is something brought by somebody to in his job in form type And levels different behavior. According to Henry Faizal Noor (2013: 111) competence is combination from knowledge, research And experience in a way qualitative and also quantitative in his field, so that can produce innovation in accordance with development era.

Definition of Work Discipline

According to Rivai (2011:825), work discipline is an instrument used by managers to make employees willing to change their behavior.

Organizational Commitment

According to Mathis (2001), organizational commitment is the level of employee understanding of the organization's goals and the desire to continue in that place. If employees do not care about the organization they will not work well so they can no longer work, can be fired or leave on their own (Suryaman, 2016). Meanwhile, according to Luthan (2006) organizational commitment is a strong desire to remain a member of a particular organization, the desire to strive in accordance with the wishes of the organization and certain beliefs and acceptance of the values and goals of the organization.

METHODS

The research conducted at the Regional Development Planning Agency of South Barito Regency, Central Kalimantan Province used a questionnaire method distributed to 44

respondents, with 4 (four) variables consisting of HR Competence (X1), Work Discipline (X2), Organizational Commitment (X3) and ASN Performance (Y). The variable assessment used a Likert scale with the following categories:

- Strongly Disagree (STS), weight = 1
- Disagree (TS), weight = 2
- Quite Agree (CS), weight = 3
- Agree (S), weighted = 4
- Strongly Agree (SS), weight = 5

To analyze the data, Multiple Linear Regression was used with the help of the SPSS program.

RESULTS AND DISCUSSION

Research Results

Simultaneous Test Results (F-Test)

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1079.413	3	359,804	17,192	.000 ^b
	Residual	837,132	40	20,928		
	Total	1916.545	43			

Source: SPSS Analysis Results 2022

The results of the 2022 SPSS analysis *output* on whether or not the independent variables have an effect on the dependent variable simultaneously (together). The calculated F value is 17.19 while the Sig. (significance) value in the Anova table is 0.000. Therefore, the calculated F value (17.19) is greater than the F table (2.82) and the significance value is below 0.05, then according to the basis for making simultaneous test decisions, it can be concluded that the HR competency variables (X1), work discipline (X2) and organizational commitment (X3) have a simultaneous (together) effect on ASN performance (Y) in the Regional Development Planning Agency of South Barito Regency.

Partial Test Results

	Model	Unstandardized		Standardized	t	Sig.
		Coefficients		Coefficients		
		B	Std. Error	Beta		
1	(Constant)	4.404	4.778		.922	.362
	HR Competence	.473	.104	.494	4,546	.000
	Work Discipline	.202	.099	.230	2.045	.047
	Organizational Commitment	.325	.117	.311	2,773	.008

Source: SPSS Analysis Results 2022

The summary of the partial test results (*t-test*) in this study can be interpreted as follows:

- a. T-test (Partial Test) of HR competency (X1) on ASN performance (Y) in the Regional Development Planning Agency of South Barito Regency.
 Based on the table above shows the results of the partial test (*t test*) with a significance value of the HR competency variable (X1) of 0.000 and a calculated T of 4.546. Therefore, the significant value obtained is <0.05 and the calculated t (4.02) > t table (1.683), meaning that the HR competency variable (X1) partially influences the performance of ASN (Y) in the Regional Development Planning Agency of South Barito Regency. This shows that the HR competency factor has a significant positive effect on the level of ASN performance (Y) in the Regional Development Planning Agency of South Barito Regency.
- b. T-test (Partial Test) of work discipline variable (X2) on ASN performance (Y) in the Regional Development Planning Agency of South Barito Regency.
 Based on the table above shows the results of the partial test (*t-test*) with a significance value of the work discipline variable (X2) of 0.047 and a T-count of 2.045. Therefore, the significance value obtained (0.047) <0.05 and t-count (2.045) > t table (1.683) means that the work discipline variable (X2) partially influences the ASN performance variable (Y) in the Regional Development Planning Agency of South Barito Regency. This shows that the application of work discipline has a significant positive effect on the level of ASN performance (Y) in the Regional Development Planning Agency of South Barito Regency.
- c. T-test (Partial Test) of organizational commitment (X3) on ASN performance (Y) in the Regional Development Planning Agency of South Barito Regency.
 Based on the above shows the results of the partial test (*t test*) with a significance value of the organizational commitment variable (X3) of 0.008 and a calculated T of 2.273. Therefore, the significant value obtained (0.008) <0.05 and t count (2.273) > t table (1.683) means that the organizational commitment variable (X3) partially influences the ASN performance variable (Y) in the Regional Development Planning Agency of South Barito Regency. This shows that the organizational commitment factor has a significant positive effect on the level of ASN performance (Y) in the Regional Development Planning Agency of South Barito Regency.

Dominant Results

Model	Unstandardized		Standardized	Coefficients ^a	
	B	Std. Error	Coefficients Beta	t	Sig.
(Constant)	4.404	4.778		.922	.362
1 HR Competence	.473	.104	.494	4,546	.000
Work Discipline	.202	.099	.230	2.045	.047
Organizational Commitment	.325	.117	.311	2,773	.008

a. Dependent Variable: ASN Performance

Source: SPSS Analysis Results 2022

Based on the table above, it shows the results of the dominant test that the most dominant variable is the HR competency variable (X1) with a Beta coefficient value of 0.494 or 49.9% while work discipline (X2) has a Beta coefficient value of 0.230 or 23% and the organizational commitment variable (X3) has a Beta coefficient value of 0.311 or 31.1%. According to the dominant variable test guidelines, the variable that has the most dominant influence on ASN performance (Y) in the Regional Development Planning Agency of South Barito Regency is the HR competency variable (X1) with a value of 0.494 or 49.9%.

Hypothesis Testing

1. Hypothesis 1

Hypothesis 1 in this study states that HR competency, work discipline and organizational commitment simultaneously have a significant effect on ASN (Y) performance in the Regional Development Planning Agency of South Barito Regency. Based on the results of the significance value test (.Sig) in this study, a significance value (.Sig) of 0.000 and a calculated F of 17.19 were obtained. Because the significance value obtained was <0.05 and the calculated F (17.19) $>$ F table (2.82), it is concluded that HR competency, work discipline and organizational commitment simultaneously have a significant effect on ASN (Y) performance in the Regional Development Planning Agency of South Barito Regency. This supports hypothesis 1 in this study so that hypothesis 1 is accepted.

2. Hypothesis 2

Hypothesis 2 in this study states that HR competency, work discipline and organizational commitment partially have a significant effect on ASN performance (Y) in the Regional Development Planning Agency of South Barito Regency. Based on the results of the analysis in this study, the results of the t-test were obtained in the form of a significance value on the HR competency variable of 0.000 with a calculated T value of 4.546 while the work discipline variable has a significance value of 0.047 with a calculated T value of 2.045 and the organizational commitment variable has a significance value of 0.008 with a calculated T of 2.773. Therefore, all independent variables have a significance value of the t-test results <0.05 and the calculated T value $>$ T table (1.683) it is concluded that all of these independent variables partially have a significant effect on ASN performance (Y) in the Regional Development Planning Agency of South Barito Regency. This supports hypothesis 2 in this study so that hypothesis 2 is accepted.

3. Hypothesis 3

Hypothesis 3 in this study states that HR competency is the most dominant factor influencing ASN (Y) performance in the Regional Development Planning Agency of South Barito Regency. The results of this study indicate that the *beta coefficient* of HR competency is 0.494 or 49.4%, work discipline has a *beta coefficient* of 0.230 or 23% and the *beta coefficient* of workload is 0.311 or 31.1%. Because the *beta coefficient* of HR competency is the highest among work discipline and organizational commitment, it is concluded that HR competency is the most influential factor in ASN (Y) performance in the Regional Development Planning Agency of South Barito Regency. This supports hypothesis 3 in this study, so hypothesis 3 is accepted.

Based on discussion on chapters previously And answer formulation problem, goal study as well as referring to in the process and results data analysis in study this, then can taken a number of conclusion as following: From the results of the F Test calculation carried out with the SPSS program, the results of the significance value test (.Sig) obtained a significance value (.Sig) of 0.000 and a calculated F of 17.19. Because the significance value obtained was <0.05 and the calculated F (17.19) $>$ F table (2.82), it was concluded that HR competence, work discipline and organizational commitment simultaneously had a significant effect on ASN performance (Y) in the Regional Development Planning Agency of South Barito Regency. From the results of the T-test calculation carried out with the SPSS program, the results of HR competency (X1) were 0.000 and T count was 4.546, work discipline (X2) was 0.047 and T-count was 2.045, and organizational commitment (X3) was 0.008 and T count was 2.273. The basis for decision making because the significant value obtained was less than <0.05 and t-count was more than $>$ t table (1.683) meaning that the variables HR Competence, Work Discipline and Organizational Commitment have a partial effect on ASN performance in the Regional Development Planning Agency of South Barito Regency. Based on the results of the study, it shows that the *beta coefficient* of HR competency is 0.494 or 49.4%, the *beta coefficient* of organizational commitment is 0.311 or 31.1% and work discipline has a *beta coefficient* of 0.230 or 23% on the performance of ASN in the Regional Development Planning Agency of South Barito Regency. This means that the HR Competency variable has a dominant influence among the work discipline and organizational commitment variables on the performance of ASN in the Regional Development Planning Agency of South Barito Regency.

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