THE INFLUENCE OF COMPETENCY, TRAINING AND WORK DISCIPLINE ON THE PERFORMANCE OF EMPLOYEES IN THE ECONOMIC SECTION OF THE REGIONAL SECRETARIAT OF PARIGI MOUTONG DISTRICT

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ABSTRAK

This research reveals the influence of competency, training and work discipline on the performance of employees of the Economics Section of the Regional Secretariat of Parigi Moutong Regency. The aim to be achieved in this research is to determine the influence of competence, training and work discipline on the performance of employees of the Economic Section of the Regional Secretariat of Parigi Moutong Regency. The method used by researchers was descriptive with questionnaire tools for 32 respondents. The results of this research prove that the Multiple or correlation coefficient (R) is the relationship between the three independent variables of competence, training and work discipline on the performance of employees of the Economic Section of the Parigi Moutong Regency Regional Secretariat of 0.784, meaning that the relationship between the independent variable and the dependent variable is strong. R Square or the coefficient of determination (R2) is to see the influence of the variables of competency, training and work discipline on the performance of employees of the Economic Section of the Parigi Moutong Regency Regional Secretariat of 0.615 or 61.5%, meaning that the influence of the independent variable on the dependent variable is 0.615 or 61.5%. 61.5% while the remaining 38.5% is the influence of other variables not examined in this research.

Keywords: Competency, Training, Work Discipline and Performance

BACKGROUND

The Economic Section at the Regional Secretariat of Parigi Moutong Regency is tasked with managing and coordinating economic activities in the Parigi Moutong Regency area, including planning, development and management of economic activities. The main tasks include coordinating economic development programs, preparing long and short term economic development plans, preparing budgets and spending plans, preparing financial reports and economic activities, coordinating community economic empowerment programs and developing main economic sectors in the Parigi Moutong Regency area. . The main goal is to achieve social welfare.

Based on initial observations made by researchers, employees of the Economic Section of the Regional Secretariat of Parigi Moutong Regency must continue to improve their work competence so that there will be continuous improvement in the quality

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and work abilities of employees. The desired increase in competency includes employees having to be able to improve *skills* and work skills in their field, such as being able to provide fast and precise service to the public and being able to provide excellent service so that the public is satisfied with the service provided by employees. Apart from that, demands for increasing the competency of employees in the Economic Section of the Regional Secretariat of Parigi Moutong Regency continue to be increased, where every employee must be able to complete each job according to the work targets set by the leadership and be able to complete each job on time according to the working time that has been determined. The work competency of employees in the Economic Section of the Regional Secretariat of Parigi Moutong Regency is important because if employees have work competency according to their field of work then achieving goals will be carried out effectively and efficiently. The problem of employee competency is still found in this agency where there are still many who do not work according to their abilities and skills and many employees have reached Bachelor's level of education, of course employees must continue their education so that later they will have knowledge in their field and provide excellent service to the community.

Employees of the Economic Section of the Regional Secretariat of Parigi Moutong Regency must take part in job training according to their field so that they can complete each job well so that there are no complaints from the public about less than optimal service to the community. Job training is important

for employees in order to achieve increased employee performance because with job training employees will have good work abilities and work experience so that every work task given by the leadership can be completed according to its objectives.

Another factor that influences employee performance is work discipline. The work discipline of employees in the Economic Section of the Regional Secretariat of Parigi Moutong Regency is the main thing that must be improved and must be of concern to the leadership because there are still many employees who do not work in a disciplined manner, such as coming and going home not according to working hours, employees often do not come to work without a clear reason. so that a lot of work is delayed and not completed according to the specified time. Apart from that, the presence of employees in the office must be evaluated immediately because there are still many employees who arrive late at the office, resulting in many services to the community being disrupted so that services to the community are not on time, there are still many employees who lack discipline in terms of work completion time, of course this will hinder work. and affects employee performance. If this is not immediately corrected, the planned goals will be difficult to achieve.

Based on the description above, the author is interested in conducting research with the title: " The Influence of Competency, Training and Work Discipline on the Performance of Employees in the Economic Section of the Regional Secretariat of Parigi Moutong Regency ".

Formulation of the problem

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Based on the background above, the problems in this research are:

1. Do competency, training and work discipline simultaneously influence the performance of employees in the Economics Section of the Regional Secretariat of Parigi Moutong Regency ?
2. Does competency influence the performance of employees in the Economic Section of the Regional Secretariat of Parigi Moutong Regency ?
3. Is training Does it affect the performance of employees of the Economic Section of the Regional Secretariat of Parigi Moutong Regency ?
4. What is work discipline Does it affect the performance of employees of the Economic Section of the Regional Secretariat of Parigi Moutong Regency ?

LITERATURE REVIEW

Sudarmanto (2009; 87) defines competence as the abilities and characteristics possessed by an employee in the form of knowledge, skills and behavioral attitudes required in carrying out their job duties, so that the employee can carry out their duties professionally, effectively and efficiently. Harmon (2009; 65) states that competence is a set of values, behavior, policies, dynamic management and structures used by people to work effectively by systematically involving consumers, stakeholders and society .

According to Sudarmanto (2009; 87) which includes components of competency, including:

1. *Motives* are something a person consistently thinks or desires that causes an action. Motives move, direct and select behavior towards certain activities or goals and away from others.
2. *Traits* are physical characteristics and consistent responses to various situations or information.
3. *Self concept* is a person's attitudes, values and self-image.
4. *Knowledge* is a person's knowledge or information in a particular field.
5. *Skill* is the ability to carry out certain physical tasks or certain mental tasks.

Compensation is something that employees receive for the services they contribute to their work. They contribute what they think is valuable, both their energy and their knowledge. The most valuable thing for employees is the knowledge and skills they possess which are used as a basis for demanding their rights as workers (Wilson, 2012; 13).

Training is often seen as the most common activity and leaders support training because through training, workers will become more skilled and because it will be more productive, even though these benefits must be taken into account with the time created by workers being trained. In essence, training is a way to eliminate or reduce gaps in work performance between officers or employees. Training is a structured learning experience process to improve knowledge, attitudes and skills (structured: schedule, materials, methods, evaluation) .

According to Simamora (2004; 54) states that there are seven areas which are the main objectives of training, namely:

a. Improve performance

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This is directed at employees who are less skilled and also applies to newly promoted employees who do not have the skills and abilities in new fields to be competent in their work.

b. Updating employee skills in line with technological advances.

This is done because technological changes require companies to adapt themselves to technological advances in order to be able to compete with similar companies so that through training employees can effectively use new technology to be integrated into the company.

c. Reducing learning time for new employees to become competent at work.

Training is directed so that new employees become *job competent* , namely achieving the expected output or work results and quality standards.

d. Help solve operational problems

With training in various fields, both carried out by the organization and outside consultants, it is hoped that it can help employees solve organizational problems and carry out their work effectively. Management is obliged to train its employees so that they are not left behind by new technology that they have not yet mastered so that they continue to work and earn income.

e. Preparing employees for promotion

One way to recruit, retain and motivate employees is through systematic career development. Training provides guarantees in the form of work ability for employees who are given promotions.

f. Orient employees towards the company

Training is carried out for new employees by orienting them towards the company so that they have a pleasant impression so they are satisfied at work and productive.

g. Fulfilling personal growth needs

Training is directed at employees who are achievement oriented and like the challenge of new work. Training provides activities that result in greater organizational effectiveness and increased personal growth for all employees.

Singodimenjo (2002), said that discipline is a person's willingness and willingness to obey and adhere to the regulatory norms that apply around him. Good employee discipline will accelerate company goals, while declining discipline will become a barrier and hinder the achievement of company goals. Discipline is very necessary both for the individual concerned and for the organization.

According to Sastrohadiwiryo (2002: 290) suggests that whether work discipline is good or not can be known from:

1. Frequency of attendance

Frequency of attendance is one thing that can be used as a measure of work discipline, work attendance can indicate the level of work discipline of employees in an organization. Whether the frequency of employee attendance in an organization is good or not will indicate whether the level of discipline in the organization is good or not.

2. Level of alertness

The level of employee alertness in carrying out their work can indicate

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the employee's level of discipline. The level of alertness is a form of action that is full of caution and an attitude that is full of compliance with work rules.

3. Adherence to work standards
   Adherence to work standards can indicate the level of employee work discipline in an organization. Adherence to work standards is part of employee discipline, so if an employee does not comply with the work standards set by the organization, it shows that the employee has an disciplinary attitude.

4. Compliance with work regulations
   Compliance with work regulations is an indicator of discipline. Compliance with work regulations is necessary to show employee discipline.

5. Work ethic
   Discipline is an employee's attitude or behavior. Discipline is closely related to behavior and ethics, work ethics is an indicator of discipline because if an employee really has a high level of discipline then he will also have a good work ethic.

   Byars and Rue (20 08; 223), found three interrelated determinants or performance indicators, namely:

1) *Effort* is the result of motivation which shows the amount of energy (physical and mental) used by an individual in carrying out a task. From the success achieved, you will get an assessment of your work results. Quantity and quality of work, is the result of work given to employees both in maximum quantity and quality .

2) *Abilities* are the personal characteristics needed to carry out a task. This ability usually does not change over a short period of time.

3) *Role* / task *perceptions* refer to a person's understanding of where they should channel their efforts for their work needs. A person's activity and attitude of trust is also needed in carrying out work in accordance with the perception of their respective roles/tasks, because responsibilities or tasks and work systems are important in an assignment, employee appreciation for the tasks given must be reflected in each employee's personality . so that the tasks given are understood as personal responsibility for the implementation of the tasks given

RESEARCH METHODS

Population and Sample

Population is a generalized area consisting of objects or subjects that have certain qualities and characteristics determined by researchers to be studied and then conclusions drawn (Sugiyono, 2010; 115). Meanwhile, the sample is part of the number and characteristics of the population (Sugiyono, 2010; 116). In this study, the population was all employees of the Economic Section of the Regional Secretariat of Parigi Moutong Regency, totaling 32 employees consisting of 15 ASN and 17 honorary employees.

Considering the population is less than one hundred people, this research uses the entire population as respondents, meaning that the sampling technique taken is the census technique. Where is the census is a sampling technique when all members of the population are used as samples Sugiyono (2009). So in this study the

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number of respondents was 32 respondents .

Research Instrument

To obtain further data, this research used research instruments, namely:

1. Observation

The observation method is used in order to collect data in a study, namely by deliberately and directly observing the object being studied, in order to obtain a true picture of the problem being studied (Hadi, 1987: 42). Regarding this observation method, the researcher will conduct a survey at the research location, namely PAUD Alkhairaat Kec. South Lore District. Poso. There, the author observed directly the operationalization of educational administration management that was implemented.

2. Interview/Interview,

The interview method is data collection by holding questions and answers directly to informants in a structured manner to obtain accurate data (Hadi, 1987: 33-34). Those who were used as informants in interviews were the principal, deputy principal, teachers and administrative staff. The interviews or interviews that the author conducts are always based on the following provisions:

1) The informants interviewed are first selected according to the required data.
2) Interview times were conducted according to the informant's availability.
3) At the start of the interview, first explain the aims and objectives of what will be carried out.

3. Documentation

Documentation method, namely collecting data/information through documents, reports and written notes, especially those concerning the problem being studied (carefully) (Arikunto, 1993: 202). Related to this, the documentation that the author carried out in this research was to request various necessary data from the administration of PAUD Alkhairaat Kec. South Lore District. Poso. These data include, among other things, operational guidelines regarding the education administration management system that is implemented. After the data was collected, the author distributed it to other educational administration staff who were used as samples to ask for their responses, through a questionnaire.

4. Questionnaire

Questionnaire method, namely collecting data through written questions that are prepared systematically (Arikunto, 1993: 203). Related to this, the questionnaire method that the author used in this research was to use a direct questionnaire, namely a list of questions via a form given to those who were sampled. The author compiled the questionnaire systematically by referring to the problems that were used as the object of discussion in this research.

Classic assumption test

Before carrying out regression analysis, so that the estimates are not biased , several classical assumption tests are carried out which must be met :

Normality test

The purpose of the normality test is to find out whether the distribution of data follows or approaches a normal distribution. The normality test aims to test whether the regression model is normally distributed. The normality test can be carried out by analyzing the image seen from the points spread around the diagonal line, namely the data distribution is in the shape of a bell and the data distribution is not skewed to the left or skewed to the right.

The basis for decision making is:

1. If the data is spread around the diagonal line and follows the direction of the diagonal line, the regression model meets the assumption of normality.
2. If it spreads far from the diagonal then the regression model does not meet the normality assumption.

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With the help of statistical programs. The results of the normality test can be seen in the following image:
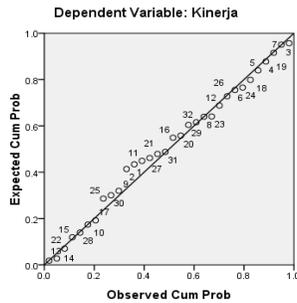

Figure 1: PP Plot normality test

The results of the normality test in Figure 1 above show that the points rest on the diagonal line, meaning they show a positive influence so that this research instrument is feasible to carry out or in other words it is normally distributed (Sugiyono, 2010).

Heteroscedasticity Test

A good regression model is one that does not occur Heteroscedasticity . To test heteroscedasticity, image analysis is carried out. Through image analysis, a regression model is deemed to have no heteroscedasticity if the points are spread randomly and do not form a clear pattern and are spread above or below zero on the Y axis.
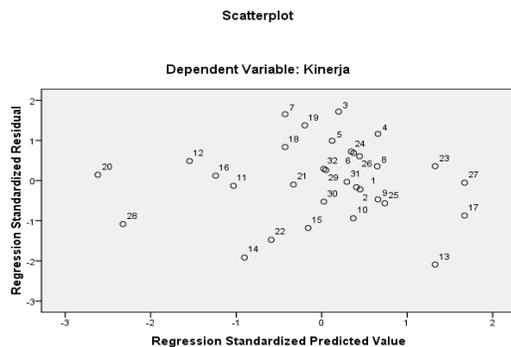

Figure 2: Scatterplot heteroscedasticity test.

Figure 2 shows that the points are spread randomly and do not have a clear pattern and are either above or below zero on the Y axis.

This means that heteroscedasticity does not occur in the regression model, so the regression model is suitable to be used to determine consumer satisfaction based on input. the independent variable (Sugiyono, 2010)

Multiple Linear Regression Analysis

Multiple linear regression analysis in this research was used to determine the influence of competency, training and work discipline variables on the performance of employees of the Economic Section of the Regional Secretariat of Parigi Moutong Regency. Based on tests, the following results were obtained:

Table 1
Multiple Linear Regression Test Results

Dependent Factor = Performance (Y)				
Variable	(Beta)	Std. Error	t-hit	Sig.t
(Constant)	,386	,599	,644	,525
Competence	,350	,161	2,308	,029
Training	,294	.114	2,227	,034
Work Discipline	,331	.136	2,258	,032
n = 32				
Constant = 0.386				
Correlation Coefficient (R) = 0.784				
Coefficient of Determination (R ^{2}) = 0.615				
F-Statistic = 14.928				
Sig.F = 0.000				

Source: Appendix

From the test results using multiple linear regression above, a multiple regression equation can be prepared for the influence of competency, training and work discipline on the performance of employees of the Economic Section of the Regional Secretariat of Parigi Moutong Regency , namely:

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Y = 0.386 + 0.350 X1 + 0.294 X2 + 0.331 X3

The test results above show that the constant value is 0.386, which means that the performance of the employees of the Economic Section of the Regional Secretariat of Parigi Moutong Regency before the independent variable is 0.386 .

Furthermore, the regression coefficient for the competency variable (X1) is 0.350, meaning that there is a positive influence between competency and employee performance This means that if there is employee competency according to their field of work, the employee's performance will increase. The training variable regression coefficient (_ _ The variable regression coefficient for work discipline (X3) with a regression coefficient of 0.331 means that there is a positive influence between work discipline and employee performance, meaning that if work discipline in the office runs well, employee performance will increase .

Multiple or correlation coefficient (R) is the relationship between the three independent variables of competence, training and work discipline on the performance of employees of the Economic Section of the Parigi Moutong Regency Regional Secretariat of 0.784, meaning that the relationship between the independent variable and the dependent variable is strong.

R Square or the coefficient of determination (R^2) is to see the influence of the variables of competence, training and work discipline on the performance of employees of the Economic Section of the Parigi Moutong Regency Regional Secretariat of 0.615 or 61.5%, meaning the influence of the independent variable on the dependent variable. amounting to 61.5% while the remaining 38.5% is the influence of other variables not examined in this research .

DISCUSSION
The results of proving the hypothesis in this research have the influence of competence, training and work discipline simultaneously influencing the performance of employees in the Economic Section of the Regional Secretariat of Parigi Moutong Regency. provides proof that the three independent variables, namely competency, training and work discipline, simultaneously influence the performance of employees of the Economic Section of the Regional Secretariat of Parigi Moutong Regency . Thus, it is stated that the hypothesis regarding the influence of competence, training and work discipline simultaneously influencing the performance of employees of the Economic Section of the Regional Secretariat of Parigi Moutong Regency **is acceptable** .

CONCLUSIONS AND RECOMMENDATIONS
Based on the results of the analysis that has been carried out, it can be concluded that:

1. Competence, training and work discipline simultaneously influence the performance of employees in the Economic Section of the Regional Secretariat of Parigi Moutong Regency.
2. Competency influences the performance of employees of the Economic Section of the Regional Secretariat of Parigi Moutong Regency.
3. Training influences the performance

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of employees of the Economic Section of the Regional Secretariat of Parigi Moutong Regency.

4. Work discipline influences the performance of employees of the Economic Section of the Regional Secretariat of Parigi Moutong Regency.

Suggestions

Based on the conclusions drawn, the author provides the following suggestions:

1. Leaders must give awards to employees who excel at work so that they can encourage employees to continue to improve their performance in order to improve services to the community.

2. Employees must be able to improve employee work competencies and place them according to their skills in order to improve excellent service in order to provide satisfaction to the public with the services provided.

3. Employees must be able to improve their work discipline, such as arriving on time and completing each job according to the working time determined by the leader.

4. Employees must be given job training according to the tasks given in order to be able to improve their work abilities .

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