



(Submitted: 2020-08-10, Revised: 2020-09-20, Accepted: 2020-11-16)

THE EFFECT OF HR COMPETENCY, MOTIVATION AND THE WORK ENVIRONMENT ON THE PERFORMANCE OF EMPLOYEES IN INSPECTORATE OFFICE OF BANTAENG DISTRICT, SOUTH SULAWESI PROVINCE

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ABSTRACT

This study aims to analyze the influence of human resource competence, motivation and work environment on the performance of the employees of the Inspectorate Office of Bantaeng Regency. The population and sample of this study were 50 employees of the Regional Inspectorate Office of Bantaeng Regency, using a saturated sample and multiple linear regression analysis. The results showed: (1) HR competency has a positive and significant effect on employee performance, as evidenced by the t test value obtained by HR capabilities (X1) of 3.908 where the t test value > the t table value 1.30, (2) work motivation has a positive effect but not significant to employee performance, as evidenced by the t test value on motivation (X2) of 1.519, where the t test value > t table 1.30, (3) The work environment has a positive and significant effect on employee performance, as evidenced by the environmental t test value.

Work (X3) of 3,465 > t table value of 1.30, with a significant value of 0.001 less than 0.05, (4) HR competence, motivation and work environment have a positive and significant effect simultaneously on employee performance, as evidenced by the results of f count of 39,724 with a significant value of 0,000, where the significant value < alpha value of 0.05. (5) HR competency has the most dominant influence on employee performance, it is proven that the t test value of HR competency (X1) is 3.908, where the t test value > the t table value is 1.30, and with a sig value of 0.000 < 0.05.

Keywords: *HR Competence, Work Motivation, Work Environment, and Employee Performance.*

PRELIMINARY

The existence of humans in an organization has a very vital position, therefore in managing the human resources of an organization in this era of competition, it gives awareness that the present and future world of work has changed. Environmental changes that are so fast require the ability of employees to capture the phenomenon of change, analyze its impact on the organization and prepare steps to deal with these conditions.

The role of human resource management in organizations is not just administrative, but is more directed at how to be able to develop their potential to be creative and innovative. Along with increasingly sharp competition due to rapid technological changes and the drastic environment in every aspect of life, every organization needs competent human resources in order to provide excellent and valuable service to society. In other words, the organization is not only able to provide satisfactory service, but also value-oriented so that the organization does not merely pursue high work productivity, but also employee performance in the process of achieving it.

The performance of each activity and individual is the key to achieving productivity because performance is a result where the people and other resources in the organization jointly bring the final results based on the quality level and predetermined standards. As a consequence, organizations need Human Resources who have unique skills and abilities in accordance with the vision and mission of the organization. Competence here involves the authority of each individual to perform tasks or make decisions according to their role in the organization that is relevant to their expertise, knowledge and abilities.

From the description above, it can be said that competency-based HR development is inevitable for an organization manager to do, so this paper describes the importance of competence as a necessity that companies / organizations need considering that organizations are now facing various advances in information and technology as well as what methods effectively predict the success of HR performance in an organization?

To improve employee competence, it requires motivation and a conducive work environment so that employees can develop their initiative and creativity in carrying out routine tasks properly, increase a sense of responsibility so that they are motivated to improve their performance properly. An atmosphere that is not conducive, lack of attention from superiors, lack of reward for work performance, or lack of good communication can adversely affect employee work.

The indicators in the Bantaeng Regency Inspectorate office show that the supervisory and control tasks carried out by the Inspectorate have not been running and have been carried out properly as expected, this is due to various factors, including inadequate human resource competence, work motivation not optimal and the work environment that is not conducive to supporting the implementation of employee duties. For this reason, real steps are needed to solve and improve employee performance through increasing HR competencies, providing good motivation and creating a pleasant work environment at work. "So far, many government agencies do not have employees with adequate competence, this is evidenced by the low productivity of employees and the difficulty of measuring employee performance" (Sriwidodo and Agus Budhi, 2010). The Bantaeng Regency Government has actually made efforts to improve employee performance through employee competence, motivation and work environment, but the results have not been optimal. This can be seen from the obstacles faced in carrying out the duties and functions of the Inspectorate. Based on this, this research is important to do to contribute to the

Inspectorate in improving employee performance through improving HR competencies, motivation and work environment.

The problems of this research are: (1) Does the competence of human resources, motivation, and work environment have a partial effect on the performance of the employees of the Bantaeng District Inspectorate? (2) Do competence, motivation, and work environment have a simultaneous effect on the performance of the employees of the Bantaeng District Inspectorate? (3) Which variable has the most dominant influence on the performance of the employees of the Bantaeng District Inspectorate?

The specific objectives of this study were to analyze: (1) the influence of HR competence, motivation, and work environment partially on employee performance, (2) the effect of HR competence, motivation, and work environment simultaneously on employee performance and (3) which variables were the most significant. dominant influence on employee performance. Specific specifications related to this research are analyzing and explaining the extent to which HR competencies, motivation and work environment affect the performance of the Bantaeng district office employees.

LITERATURE REVIEW

A. Competence of Human Resources

Competence according to Spencer (in Moeheriono, 2014) is "the characteristics that underlie a person related to the effectiveness of individual performance in their work or the basic characteristics of individuals who have a causal or causal relationship with criteria used as a reference, are effective or perform prime or superior at work or in certain situations (A competency is an underlying characteristic of an individual that is causally related to the criterion referenced effective and or superior performance in a job or situation)".

According to Robert Kreitner (2008), "Competence is defined as the ability to adequately perform a task, duty or role. Competence integrates knowledge, skills, personal values and attitudes. Competence builds on knowledge and skills and is acquired through work experience and learning by doing ". Competence can be described as the ability to carry out a task, role or task, the ability to integrate knowledge, skills, attitudes and personal values, and the ability to build knowledge and skills based on experience and learning.

Stephen Robbin (2014) states that competence is "the ability (ability) or the capacity of a person to do various tasks in a job, where this ability is determined by two factors, namely intellectual ability and physical ability". " Competence is a basic characteristic possessed by a person that directly influences, or can predict, excellent performance "(Sedarmayanti, 2013). Competence according to Mangkunegara (2013) is "a fundamental factor possessed by someone who has more abilities, which makes him different from someone who has average or mediocre abilities".

Meanwhile, according to Mangkunegara (2013), "human resource competence is" competence related to knowledge, skills, abilities and personality characteristics that directly affect performance. "Competence of human resources according to the results of Perrin's study (Mangkunegara, 2013), namely: 1) Have computer skills (Line Executive), 2) Have extensive knowledge of vision, 3) Have the ability to anticipate the effects of change, 4) Have the ability to provide education about human resources. It can be concluded that human resource competence is the ability a person has that is associated with knowledge, skills and personality characteristics that directly affect their performance that supports the achievement of organizational goals.

Kadek, et al, (2014) stated that HR competency is “the ability and characteristics a person has in the form of knowledge, skills, and behavioral attitudes needed in carrying out his duties in his work environment. The level of competence is needed in order to know the level of performance expected for the good or average category. The determinants of the required competency threshold can of course be used as the basis for the selection process, succession, planning succession, performance evaluation, and human resource development ”.

Thus the HR competencies needed to face new challenges and the types of organizations in the workplace can be obtained by understanding the characteristics we are looking for in the people who work in these organizations. The basic concept of competency standards in terms of estimology, competency standards are open to two vocabularies, namely standards and competencies. Standard is defined as an agreed measure, while competence is defined as the ability to carry out tasks in the workplace which includes applying skills which are supported by knowledge (cognitive) and ability (ability) in accordance with the conditions required.

B. Work Motivation

Motivation according to Robbins & Judge (2014) is “a process that explains the intensity, direction, and persistence of efforts to achieve a goal. Motivation is "a series of attitudes and values that influence individuals to achieve specific things in accordance with individual goals, otherwise it can be interpreted as encouraging individuals to take action because they want to do it" (Rivai Veithzal, 2013). Ernest J. McCormick in Mangkunegara (2013) states that "work motivation is a condition that influences, generates, directs and maintains behavior related to the work environment".

Work motivation arises because of intrinsic factors (attitude, personality, education, experience, knowledge and ideals) and extrinsic (leadership style, encouragement or guidance of someone, situation development, and so on). In relation to organizational life, motivation means encouragement that provides employee morale to behave in a certain way in an effort to achieve predetermined organizational goals. An employee can complete his job well if he has high motivation with moderate skills. Conversely, people who have high skills are not balanced with high work motivation will not be able to complete their work properly.

There are two kinds of motivation so that employees work well (Gitosudarmo and Mulyono, 2008), namely: 1) Financial motivation, namely encouragement that is done by giving financial rewards to employees, and the reward is called incentives., 2) Non-financial motivation, namely encouragement that is manifested not in the form of finance, but in the form of things such as praise, appreciation, human approaches and so on.

Employee work motivation is a form of positive encouragement aimed at employees so that they are encouraged and have more enthusiasm in carrying out their work. This is closely related to employee performance and employee work results. If the employee's motivation is strong enough to continue to do a good job, then the results will also be good. And this must also have an impact on organizational success. Organizational leaders can do many things to increase employee motivation, for example starting to invite motivators to make employees' lives more excited and aware that they are also valuable to the organization, can hold special monthly meetings to motivate employees so that they feel appreciated.

C. Work Environment

According to Gomes (2011) the work environment is a work process in which the environment interacts according to certain patterns and each of them has certain characteristics and / or values, the organization will not be separated from the environment in which the organization is located, and the people who are the center of everything. According to Davis in Murbijanto (2013), the work environment in an organization is an important meaning for individuals who work in it, because the environment has a direct or indirect influence on the employees in it.

Ishak and Tanjung (2013), say that "the benefit of the work environment is to create work enthusiasm, so that productivity and work performance increase. Meanwhile, the benefit that comes from working with motivated people is that the work can be completed appropriately, which means that the work is completed according to the correct standards and within the specified time scale. The work performance will be monitored by the individual concerned, and it will not cause too much supervision and the morale will be high ". Sedarmayanti (2013) states that "broadly speaking, the type of work environment is divided into two types, namely the physical work environment and the non-physical work environment, with measurement indicators including lighting, air temperature, noise, use of color, required space, work safety. , and employee relations ".

A good work environment and satisfying employees will certainly improve the performance of the employees themselves, so that employees can complete their assigned tasks properly and with full responsibility. A work environment condition is said to be good or appropriate if the people in it can carry out their activities optimally, healthy, safe and comfortable. The suitability of the work environment can have an impact for a long time, as well as a bad work environment which will make it difficult to obtain an effective and efficient work system. Ardana (2012) argues that "a safe and healthy work environment is proven to have an effect on productivity, likewise pleasant working conditions can include a workplace, and supporting facilities that accelerate the completion of work".

D. Employee Performance

Robbins (2014) defines performance, namely "a result achieved by employees in their work according to certain criteria that apply to a job". Mangkunegara (2013), "performance is the result of work both in quality and quantity achieved by an employee in performing tasks in accordance with the responsibilities assigned to him". "Performance is an observable and measurable result of concrete work, which is usually used as a basis for evaluating employees or individuals (Veithzal, 2013). Good performance is a step towards achieving individual goals. Therefore performance is a determining target in achieving individual goals. According to Hasibuan (2014), "performance is defined as the result of work achieved by a person in carrying out a task, money is charged to him based on skills, experience, seriousness and time".

According to Gibson et al, (2011), "employee performance is influenced by various factors, including: (a) individual factors, namely abilities and skills (mental and physical), background (experience, family, etc.), and demographics (age) , origin, etc.), (b) Organizational factors, are resources, leadership, reward (compensation), organizational structure, and job descriptions, (c) Psychological factors, namely perceptions, attitudes, personalities, learning patterns, and motivation ".

Because performance is the most important thing as a basis for knowing about employee performance, it is necessary to conduct an assessment. By conducting an

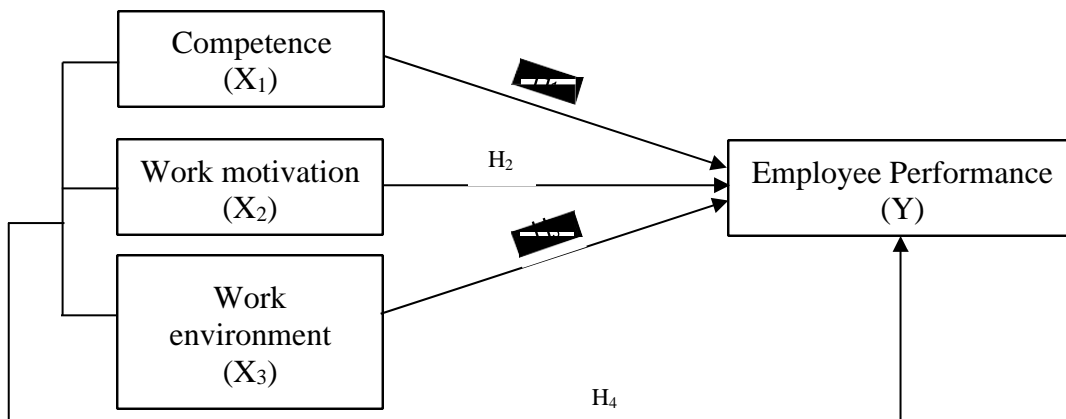
assessment, a leader will use the job description as a benchmark, if the implementation of the work matches or exceeds the job description, it means that the job was carried out successfully. However, if the implementation of the work falls below the standard job description, the implementation is less successful.

According to Armstrong in Irianto (2011), "Performance appraisal is a continuous process to report work performance and ability in a more comprehensive period of time, which can be used to form the basis for consideration of an action." An objective performance appraisal in an organization is needed. Because performance appraisal is one of the key factors in developing an organization effectively and efficiently. By conducting a performance appraisal, an organization has made good use of the human resources in the organization. "The performance appraiser's objectivity is also needed so that the assessment is fair and not subjective and performance measurement can be done through: (1) Timeliness in completing tasks, namely the ability of employees to complete work on time, (2) Completion of work that exceeds the target, that is, if the employee completes work exceeds the target. which is determined by the organization, and (3) Working without mistakes, that is, not making mistakes on the job is a requirement for every employee "(Mangkunegara, 2013).

CONCEPTUAL FRAMEWORK AND HYPOTHESIS

This study analyzes the influence of human resource competence, motivation, and work environment partially and simultaneously on employee performance, and analyzes the variables that have the most dominant influence on employee performance. Specific specifications related to this research are to analyze and explain to what extent the influence of HR competence, motivation and work environment on the performance of the staff at the

Bantaeng Regency Insectorate office. Based on the background and problem formulations, the conceptual framework of this research is formulated as follows.



Picture 1. Research Conceptual Framework

Referring to the problem formulation and conceptual framework, this research hypothesis is formulated as follows: (1) HR competence, motivation, and work environment have a positive and partially significant effect on employee performance, (2) Competence, motivation, and work environment have positive and significant effects. simultaneous significance of employee performance, (3) Competence has the most dominant influence on

employee performance of the Bantaeng Regency Regional Inspectorate office.

RESEARCH METHODS

This research uses a quantitative descriptive approach, which is a test of theories or concepts through measuring research variables with numbers and analyzing data using deductive statistical procedures (Saban, 2017). The location of this research is the Inspectorate Office of Bantaeng Regency, when the research was conducted in March-May 2019. The population and sample of this study were 50 people, using saturated samples. Data collection techniques using questionnaires, interviews and literature study.

Types and sources of data used in this study are primary data and secondary data. Using multiple linear regression analysis, to determine the effect of the independent variables (X1, X2, and X3) on the dependent variable (Y). The multiple linear regression model used is: $Y = a + b_1X_1 + b_2X_2 + b_3X_3$

RESEARCH RESULT

Validity test

A questionnaire data can be said to be valid if the questions on the questionnaire can reveal something that can be measured by the questionnaire. A statement item is said to be valid if $r_{count} > r_{table}$. Looking for r_{table} with a significant level of 5%, namely: $Df = N - k = 50 - 3 = 47$. Then the magnitude of r_{table} with a significant level of 5% is 0.186. From the results obtained indicate that all r_{count} is greater than r_{table} , thus the statement items in this research instrument can be said to be valid.

Reliability Test

The reliability test is said to be reliable or reliable if the answers from the respondents are consistent over time (Bawono, 2008). This test was carried out on all statement items contained in the questionnaire using the Cronbach's alpha technique. A variable is said to be realistic if the Cronbach's alpha value is > 0.60 . So that the data is said to be reliable or reliable for carrying out measurements and further research. Based on the calculation, it can be seen that all variables have Cronbach's alpha > 0.60 . So that the competency, motivation, work environment and employee performance variables can be said to be reliable or reliable and can be used as a measuring tool for further research.

Classic assumption test

The classical assumption test is carried out before carrying out the regression analysis. A regression analysis model is said to be good or valid if there are no symptoms of classical assumptions. This study uses a multiple linear regression analysis model: $Y = a + b_1X_1 + b_2X_2 + b_3X_3$.

In connection with the classical assumption test, several tests were carried out, including:

a. Multicollinearity Test

Uji ini untuk mengetahui apakah variabel independen berkorelasi atau mempengaruhi variabel dependen atau mempengaruhi variabel yang lain. Berdasarkan hasil output menunjukkan seluruh nilai toleransi tidak ada yang dibawah 0,10 dan nilai VIF menunjukkan nilai kurang dari 5. Sehingga dapat disimpulkan bahwa tidak terjadi gejala multikolinearitas dan model regresi dikatakan layak dan dapat digunakan untuk persamaan regresi.

b. Heteroscedasticity Test

Heteroscedasticity test is used to test whether the regression model has variance inequality. In this study, heteroscedasticity testing was carried out using the scatter plot method by plotting the ZPRED value (predictive value of the dependent variable) and SRESID (its residual). From the scatterplot graph, it can be seen that the scattering dots form an irregular pattern below and above the 0 (zero) number on the Y axis. This concludes that the regression model used by the researcher has no heteroscedasticity symptoms and is feasible for the regression equation.

C, Normality test

The normality test aims to determine whether in the regression model the independent variables (HR competence, work motivation and work environment) and the dependent variable (employee performance) are used with a normal distribution or not. Proving whether the data used can be normally distributed is by looking at the histogram and probability plot. It can be said to be normal if the points spread around the diagonal line and follow the direction of the diagonal line.

Based on data processing with a normal probability plot, it was found that all data were normally distributed and there were no deviations.

D. Uji Linieritas

The linearity test used is the Durbin Watson method, to test whether the exact model specifications are linear or quadratic. Based on the results of the output, it can be seen that the value of the watson durbine for the linear equation is 1.835 while for the quadratic equation is 2.272. The durbin watson table value can be seen as follows: number of samples = 50, number of independent variables (k) = 3, assuming 5% degree of confidence, table value dU = 1.67, value 4 - dU = 4 - 1.67 = 2 , 33. Because the DW test values for the two equations are between the dU and 4 - dU values, it can be concluded that there is no error in the model specification or both are suitable for use for the regression model.

Hypothesis test

A. F test (simultaneous test)

Simultaneous testing is conducted to determine how much the independent variable (HR competence, motivation and work environment affect the dependent variable (employee performance)).

Table 1. F test

		ANOVA ^b				
MODEL		SUM OF SQUA	D F	MEAN SQU	F	SIG.
1	Regression	4027.424	3	1342.475	39.7	.00
	Residual	1554.576	46	33.795		
	TOTAL	5582.000	49			

a. Predictors: (Constant), Jml_Kmpn, Jml_Mtvs, Jml_LK

b. Dependent Variable: Jml_Knrj

Source: Primary Data Processed, 2019

Table 1 shows the results of f count 39,724 with a significant value of 0,000. Where this significant value <alpha value 0.05 means that the independent variables (HR competence, motivation, and work environment) simultaneously affect the dependent variable (employee performance). This shows that the multiple regression model used is good.

B. T test (partial test)

Partial testing is conducted to determine whether the independent variable (X), namely HR competence, work motivation and work environment) partially affects the dependent variable (Y), namely employee performance. This test is done by comparing the t test with the t table. An independent variable is said to have a significant effect if $t_{test} > t_{table}$. T table with a significant level of 5%, and $df = (n - k - 1) = 50 - 3 - 1 = 46$, then the amount of t table is 1.30. Apart from comparing the value of the t_{test} with the t_{table} , it can also be seen from the magnitude of the sig value. (right column t test) if the sig value <0.05 then the independent variable partially affects the dependent variable. This test is presented in the following table.

Table 2 T test (Parsial Test)

		Coefficients ^a					95% CONFIDENCE INTERVAL	
MODEL		UNSTANDAR DIZE D		STANDA RDIZ E D COEFFICI	T	SIG.	Lower Boun	UPPE R
		B	Std.	Beta				
1		8.312	6.583		1.263	.213	-4.938	21.563
	COMPETE	.506	.130	.402	3.908	.000	.246	.767
	WORK MOTIVAT	.236	.156	.178	1.519	.136	-.077	.550
	WORK ENVIRONM	.296	.085	.394	3.465	.001	.124	.468

a. Dependent Variable: Jml_Knrj

Source: Primary Data Processed, 2019

Table 3
Comparison of T test and T table values

INDEPENDEN T VARIABLE	T TE	T TABLE VALUE	SI G.
X	3,9		.000
X	1,5	1,	.136
X	3,4	3	.001

Source: Primary Data Processed, 2019

C. R2 test (coefficient of determination)

The R2 test is used to show the extent of the relationship between the dependent variable and the independent variable (HR Competence, Motivation, and Work Environment) or the extent to which the independent variable can influence the dependent variable.

Table 4
R² test (Coefficient of Determination)
Model Summary

MODE L	R	R SQUARE	ADJUSTED R SQUARE	STD. ERROR OF THE ESTIMATE
1	.849 ^A	.722	.703	5.813

a. Predictors: (Constant), Jml_Kmpn, Jml_Mtvs, Jml_LK

b. Dependent Variable: Jml_Knrj

Source: Primary Data Processed, 2019

The output results in table 4 show a correlation coefficient of 0.849, this means that there is a strong relationship between the independent variable (X) and the dependent variable (Y), because the R value is close to 1.

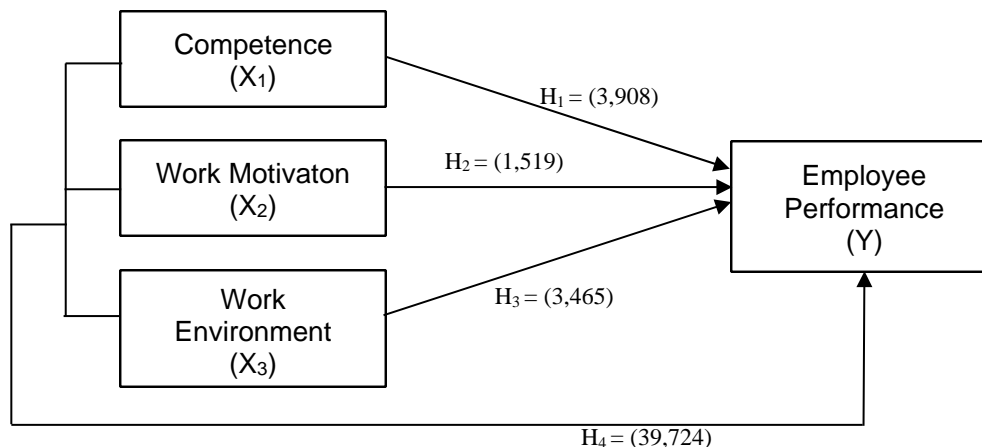
This means that the greater the X value, the greater the Y value. While the R2 result is 0.722, meaning that the independent variable affects the dependent variable by 72.2%, the remaining 27.8% is influenced by other variables outside the model.

D. Multiple Linear Regression Test

From data processing with the help of SPSS, the multiple linear regression equation model is obtained as follows: $Y = 8.312 + 0.506X_1 + 0.236X_2 + 0.296X_3$ From the multiple regression equation above, it can be explained as follows:

1. A constant value of 8.312 means that if the competence of human resources, motivation, and work environment is constant or zero (0), then the employee's performance has a value of 8.312. This means that employees have good performance due to other supporting factors that were not identified in this study.
2. The regression coefficient value for HR competence is 0.506, which means that if the HR competency variable has increased by 1 unit while the X2 and X3 variables remain constant (worth 0), then the employee performance will increase by 0.506. This shows, the higher the competence of the employees' human resources, the higher the performance.
3. 3. The motivation regression coefficient value is 0.236, which means that if the variable X2 (work motivation) has increased by 1 unit while the X1 and X3 variables (HR competence and work environment) remain constant (value 0), then the employee performance will increase by 0.236. This shows that the higher the motivation provided by the organization, the higher the employee performance results.
4. 4. The regression coefficient value for the work environment is 0.296, which means that if the X3 variable (work environment) has increased by 1 unit while the X1 and X2 variables (competence and motivation) remain constant (value 0), then the employee performance will increase by 0.296. This means that the higher the Inspectorate's efforts to create a good and conducive working environment, the higher the employee's performance.

The results of testing the research hypothesis are presented in the following figure.



H1: HR competencies have a positive and significant effect on employee performance

Based on the results of data processing, the ttest value obtained by the HR competency variable (X1) was 3.908 where the ttest value > ttable value was 1.30. And with a sig value of 0,000 where the significance value is smaller than 0.05. So it can be concluded that HR competency has a positive and significant effect on the performance of the Inspectorate of

The results of this study are in line with Meirta Nurvirianti's research in 2007 which showed that work ability had a significant effect on the performance of the employees of PT. Bank Negara Indonesia (Persero) Tbk Malang Branch Office. Eni Herlina in 2012 also conducted a similar study with the results of research which showed that the competency variable had a significant effect on employee performance at the technician department at CV. Mitra Setia Jaya in Sidoarjo. So it can be concluded that by increasing the competence of the Bantaeng Regency Inspectorate employees by providing opportunities to study or continue their education, their competence and performance will be significantly improved.

The results of this study indicate that with the intellectual ability of employees, namely by using their thinking and expertise, they can solve a problem. Besides the supporting factors, namely physical abilities must also be possessed by employees so that good performance will be created and in accordance with the objectives of the Inspectorate organization. The better the competency possessed by the Bantaeng Regency Inspectorate, the better the performance. And vice versa, if employees have low human resource competence, their performance will also be low.

H2: Motivation has a positive and significant effect on employee performance

Based on the results of data processing, the ttest value obtained by the motivation variable (X2) is 1.519 where the ttest value > ttable value is 1.30. With a sig value of 0.136, where the significance value is greater than 0.05. Thus it can be concluded that motivation has a positive effect on employee performance at the Bantaeng District Inspectorate, but the effect is not significant, because the resulting significant value is > 0.05. This means that with this test, hypothesis 2 is accepted. The results of this study indicate that with the ability of the Bantaeng District Inspectorate to motivate employees to increase their potential, the resulting performance will be better. Besides that, the motivation for employees to be able to meet their needs with expectations and incentives or adequate rewards, so that they can meet their daily needs, makes employees more active in working and their performance will increase.

The results of this study are in line with that conducted by Bambang Dwi Setiadi in 2009 which showed that work motivation has a positive effect on employee performance at

Lippo Bank Pemuda Semarang Branch. Meirta Nurvirianti also conducted a similar study in 2007 with the results showing that work motivation has an effect on the performance of the employees of PT. Bank Negara Indonesia (Persero) Tbk Malang Branch Office. It can be concluded that with strong motivation or encouragement from both inside and outside employees to meet needs, with the hope of getting adequate rewards or incentives from the Bantaeng District Inspectorate, so that employees will improve their performance. With a better motivation, the performance of the Bantaeng District Inspectorate employees is expected to get better. Conversely, lack of motivation in employees will also decrease employee performance.

H3: The work environment has a positive and significant effect on employee performance

Based on data processing in this test, it can be seen that the ttest value for the work environment (X3) is $3,465 >$ the t-table value is 1.30. With a significant value of 0.001 less than 0.05. So it can be concluded that the work environment has a positive and significant effect on the performance of the Bantaeng Regency Inspectorate employees. Thus hypothesis 3 is accepted. The results showed that adequate lighting, space, and air temperature (air circulation) would provide comfort to the staff of the Bantaeng Regency Inspectorate, so that it is expected that their work results will also increase. With good room facilities, not noisy, the use of cool room colors, security guarantees, and good relations between employees will create a peaceful and serene atmosphere in the Bantaeng Regency Inspectorate. So that in the end employees feel happy and comfortable in completing the tasks assigned to them and in turn employee performance will also increase.

The results of this study are in line with Nadya Wahyuningtyas' research in 2013 which shows that the work environment has a significant effect on employee performance at Bank Jateng Coordinator Semarang Branch in a positive direction. Arief Setya Sandhi in 2013 conducted a similar study with the results showing that the work environment has a positive effect on employee performance at RSUD Puri Asih Salatiga. This research is also in line with Bambang Dwi Setiadi's research in 2009 which concluded that motivation, employee commitment and work environment have a positive and significant effect on employee performance at Lippo Bank Pemuda Semarang Branch.

It can be concluded that with the efforts of the Bantaeng Regency Inspectorate in improving the management of a supportive and conducive work environment, it will be able to significantly improve employee performance, on the other hand, with the management of a work environment that is less supportive and less conducive, employee performance will also experience a significant decline.

H4: HR competence, motivation and work environment have a positive and significant effect simultaneously on employee performance

Based on the results of data processing, the results of the fcount are 39.724 with a significant value of 0.000. Where the significant value $<$ from an alpha value of 0.05 means that the independent variables (HR competence, motivation, and work environment) jointly affect the dependent variable (employee performance) at the Bantaeng District Inspectorate. This shows that the multiple regression model used is good.

The results of this study are in line with the research of Saka Yulius, Sugeng Susetyo in 2014, which shows that together individual ability and motivation have a significant effect on the performance of secretariat employees at the Bengkulu Province Public Works Office.

Partially, ability has a positive and significant effect on the performance of the secretariat staff at the Bengkulu Province Public Works Office. In the motivation variable, the results show that it has a positive and significant effect on the performance of the secretariat staff at the Bengkulu Province Public Works Office.

This research is also in line with Eni Herlina's research in 2012 which concluded that the variables of HR competence and work motivation have a significant effect on employee performance at the technician department at CV. Mitra Setia Jaya in Sidoarjo. It was concluded that with the efforts that have been made by the Bantaeng Regency Inspectorate in improving HR competence, motivation and a good work environment, it will be able to simultaneously improve employee performance, on the other hand, if the HR competence, motivation and work environment are less supportive and inadequate, the performance Bantaeng District Inspectorate employees will also experience a significant reduction.

H5: HR competencies have the most dominant influence on employee performance

Based on the results of data processing in Table 3, the comparison of the T test and T table values, it is known that the ttest value obtained by the HR capability variable (X1) is 3.908 where the ttest value > the ttable value is 1.30. And with a sig value of 0.000 where the significance value is <0.05. Meanwhile, the ttest values obtained by the motivation variable (X2) and the work environment (X3) were respectively 1.519 and 3,465 <the HR competency variable (3.908). So it can be concluded that the competence of the HR Inspectorate of Bantaeng Regency has the most dominant and significant positive influence on employee performance. This means that hypothesis 5, namely the HR competency variable which has the most dominant influence on the performance of the Bantaeng District Inspectorate employees can be accepted.

The results of this study indicate that with the intellectual abilities possessed by the staff of the Bantaeng Regency Inspectorate, namely by using the knowledge, thoughts and expertise they have in carrying out their job duties, as well as solving problems they encounter, the employee performance is expected to increase. Besides that, the physical abilities of employees must also be possessed and become a concern in carrying out their job duties so that good productivity and performance will be created according to the employees' main duties and functions. The better the competency of human resources possessed by the Inspectorate employees, both the ability of knowledge, skills and physical abilities will encourage employee performance improvement, as well as improve the performance of the Inspectorate Bantaeng Regency well.

CONCLUSIONS,

1. Human resource competence has a positive and significant effect on the performance of the staff of the Bantaeng District Inspectorate. The higher the HR competence of employees, the employee performance will also increase. HR competencies can be improved by providing job training or providing opportunities for employees to continue their studies at a higher level.
2. Work motivation has a positive but insignificant effect on the performance of the employees of the Bantaeng District Inspectorate. For this reason, continuous efforts from the Inspectorate are needed to provide work motivation to employees so that encouragement from within employees can emerge, so as to improve their performance and achieve organizational goals.

3. The work environment has a positive and significant effect on the performance of the staff of the Bantaeng District Inspectorate. The comfortable and safe work environment created by the Inspector can help employees complete their work tasks comfortably and effectively so that it is hoped that employee performance will increase.
4. Human resource competence, motivation and work environment have a positive and significant effect simultaneously on the performance of the Bantaeng Regency Inspectorate employees, this means that to improve employee performance, these three factors need the attention of the Inspectorate to always be improved gradually.
5. HR competency has the most dominant influence on the performance of the Bantaeng District Inspectorate employees, as indicated by the results of statistical tests, the value of unstandardized coefficients Beta, the highest HR capability is 0.506 with the lowest significance value of 0.000.

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SEIKO : Journal of Management & Business

ISSN : [2598-831X](#) (Print) and ISSN : [2598-8301](#) (Online)

Available Online at : journal.steamkop.ac.id/seiko

Vol 3, No 3 (2020): Desember

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