

## Effect of Competence on Employee Productivity at PT Socfindo Indonesia Pamingke

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### Abstract

*research aims to determine the effect of Competence on Employee Productivity at PT. Socfindo Indonesia Pamingke. Respondents in this study were 73 people. This study uses quantitative research with sampling using a sampling that is purposive sampling. Data was collected by distributing questionnaires in the form of a statement questionnaire to 73 respondents. The results of this study through a simple linear regression test are indicated by  $Y=28,200+0.207x$ , with a regression coefficient value of  $x$  worth 0.207 which means that for every 1% addition to the value of the competency variable ( $x$ ), the productivity variable ( $y$ ) increases by 0.207 or 20, 7%. The results of the  $t$ -test = 3.489 >  $t$  table = 1.994 and the significance value is  $0.001 < 0.05$  so it can be concluded that  $H_0$  is accepted and  $H_a$  is rejected.*

### Keywords

competence; productivity; quantitative



## I. Introduction

PT Socfindo Indonesia Pamingke is a large national private plantation engaged in the rubber plantation sector. PT Socfindo Indonesia Pamingke manages its rubber plantations on a self-managed basis, which means that these plantations are self-monitored and directly involved, in starting the production process and funding and sales. The higher the company's leverage, the company tends to generate less cash, this is likely to affect the occurrence of earning management. Companies with high debt or leverage ratios tend to hold their profits and prioritize the fulfillment of debt obligations first. According to Brigham and Ehrhardt (2013), the greater the leverage of the company, it tends to pay lower dividends in order to reduce dependence on external funding. So that the greater the proportion of debt used for the capital structure of a company, the greater the number of liabilities that are likely to affect shareholder wealth because it affects the size of the dividends to be distributed. (Yanizzar, et al. 2020)

Factor competence can create productivity in management, design, and within the company. The higher the productivity, the number of competencies needed in human resources. With the basis of these competencies to become company standards and become the basic values of the organization/company, including managing planning mechanisms, developing training strategies, and forming compensation processes.

Problems during research at PT Socfindo Indonesia Pamingke, namely that employees who do not have the competence are still found, this is found in companies where many employees do not have job competencies, this is stated by the company's HRD which can affect productivity. In addition, there are still many employees who do not work according to the competency dictionary and cause a lack of productivity and also a decrease in company income.

### 1.1 Problem Formulation

Organized companies can provide progress in human life, society, government, country, and including employees. This organized company can be seen in the company's development at PT Socfindo Indonesia Pamingke. The company in the PT gives a great influence and progress in productivity for employees in the company. It is clear that this productivity is reflected in the integrity and ability of employees who have shared responsibilities.

The competence of each individual employee in the company really gives it in the advancement of the company's productivity. So that productivity gives a good guarantee to everyone. Thus, the influence of competence on the work productivity of employees who provide good income.

### 1.2 Research Objectives

To know the impact of competence on work productivity at PT Socfindo Indonesia Pamingke, can be recognized in the progress of values implemented by the company. Knowing the impact of these competencies on the quality of each productivity.

### 1.3 Benefits

#### 1. Academic

Scientific research can be the subject of recommendations for readers, as well as used for the subject of further reports.

#### 2. Theoretically

Can improve understanding and concrete manifestations in applying competence and productivity.

#### 3. Practically

Provide quality information for companies, most importantly the management of the management system in all matters relating to management.

## II. Review of Literature

### 2.1 Work Productivity

According to Jackson and Mathis (2009), productivity implies a constant and clear view of productivity in a company, where manufacturing is expected to be better today than yesterday, as is the case with the work system. Productivity is a measure of the quantity of work done. Given the cost of the resources used to complete the work, it is also useful to think of performance as a ratio between inputs and outputs.

According to Sutrisno (2011), productivity is as a product per unit, or product divided by costs, or the ratio between products and costs incurred in accordance with the provisions applied by the company itself.

In order to measure labor productivity, indicators are needed, as follows:

#### 1. Ability

to perform an employee's competence and competence depends on their professionalism in the workplace, which enables them to perform the assigned tasks.

#### 2. Yield Ranking

Try to increase yield. These results can be felt by both the person who makes it and those who enjoy the results of his work. So try to increase the productivity of everyone at work.

#### 3. Morale

It's about trying to be better than yesterday and this can be seen in the passion and results a day later than before.

4. Personal Development

Continue to grow to improve your performance. Personal growth can be achieved by seeing the challenges and expectations of what will be faced.

5. Quality

Always strive to improve quality first, quality is the result of work that shows the quality of employee work, therefore quality improvement helps to achieve better results.

6. Efficient

comparison of the results obtained with the total resources used. Inputs and outputs are aspects of performance that have a significant impact. The results obtained were using great power.

## 2.2 Definition of Competence

According to Moehariono (2012), competence is defined as a person's basic characteristics related to that person's work, or as a fundamental characteristic of someone who has a causal relationship. Excellence at work or in certain situations.

According to Wibowo (2012) the notion of competence, is the ability to do a job or task based on skills and knowledge and strengthened by an attitude to work. So, it can be concluded that competence is a method, a person's knowledge and directly affects his work. several factors that affect competence in humans, namely:

1. Beliefs and Values

People's beliefs about themselves and others greatly affect their behavior. If we think that people are not creative and innovative, they will not try to think differently or differently than busy people.

2. Skills

Skills play an important role in most competitions, public speaking is a skill that needs to be learned, practiced and improved.

3. Experience

Skills in various fields require experience in managing people, communicating in front of a team, solving problems, and more.

4. Personality Traits

Personality is made up of many factors, some of which are difficult to change, but character is not something that cannot be changed. includes many factors that, among others, are difficult to change.

5. Motivation

Motivation as an element of competition can be changed by encouraging, evaluating the work of subordinates, individual recognition and attention from the authorities and having a positive effect on the motivation and strength of subordinates.

6. Emotional problems Emotional

Barriers can limit areas of competence: fear of making mistakes, feelings of shame, discomfort, or isolation all tend to limit innovation and initiative.

7. Intellectual skills

Competence depends on cognitive thinking such as conceptual thinking and analytical thinking, and experience factors can increase competitiveness.

8. Organizational

Culture Organizational culture affects the ability of resources to work. After that, it was rearranged into a discussion result.

Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). The success of leadership is partly determined by the ability of leaders to develop their organizational culture. (Arif, 2019).

### III. Research Method

The design in this study uses quantitative methods. Quantitative research is a research method based on the philosophy of positivism that is used to study a particular population or sample, usually randomly selected and collected using research tools, then analyzed quantitatively/statistically for validation. Quantitative/statistical analysis research tools to test hypotheses. The nature of this research can use a research system on explanatory research. Explanatory research is a research method that reveals a molecule of the variables studied and their impact between one variable using the other variables.

#### 3.1 Place and Object of Research

The research location to be studied is PT. Socfindo Indonesia Pamingke, namely in each department, namely the General department and *Technical* department. While the object to be studied is to analyze the influence of competence on the productivity of PT Socfindo employees.

#### 3.2 Population and Sample

The population in this study were employees of PT Socfindo Indonesia Pamingke, totaling 89 people. The sample in this study were employees of Pt Socfindo in the *General* department and *technical* department with the sampling technique using the Slovin formula, the sample amounted to 73 people.

#### 3.3 Types and Sources of Data

The types of data used in this study are as follows:

1. Quantitative Data, namely data can be expressed in the form of numbers that can be calculated. In this study, quantitative data included data on the number of employees of PT Socfindo.
2. Qualitative Data is the amount of data that cannot be expressed in the form of numbers. In this study, which includes qualitative data is the location of the study, and an overview of the object of research.

#### 3.4 Sources of Data

This study uses data collected from the following sources:

1. Primary data is data generated to meet the needs of the research being handled. This data was collected directly from the field, which was obtained by conducting surveys, observations, questionnaires, and interviews.
2. Secondary data, is the data analyzed in this study including data already available in the company such as the number of employees.

#### IV. Result and Discussion

This study used 73 respondents with the division into 2 departments, namely *General department* as many as 37 respondents, and *Technical department* as many as 36 respondents. From 73 respondents, the result was that the number of male respondents was 37 respondents or = 51.1% or the number of female respondents was 36 respondents or 48.9%. Characteristics of the age of respondents from the age range 31-35, which was dominated by respondents aged 35 as many as 32 people or 44.7%.

From table 4.4, it can be seen that all elements of the statement are in the range of quite strong and strong. The dimension that has the largest TCR value is the motivation dimension with an average of 3.21 and a TCR score of 80%.

From table 4.5 it can be seen that the statement items belong to the very strong and strong range category. The dimension with the highest score is the quality dimension with an average of 3.60 and a score of 90% from TCR. The research instrument test uses a validity test and a reliability test based on testing managed using *SPSS* version 17.0, it is concluded that the research instrument can be said to be valid if the *r*-count is greater than the *r*-table. As for the reliability by testing what has been done with *SPSS* version 17.0, it can be concluded that it is reliable because the *Cronbach Alpha* is more than 0.60. Based on the *Scatter Plot* above, it can be seen that the points spread out and do not form a certain clear pattern and the data points spread above and below or around the number 0. Thus, it can be concluded that there is no heteroscedasticity problem.

In testing the basic assumptions, namely normality and simple linearity using *SPSS* version 17.0, it was concluded for normality with the *Kolmogorov-Smirnov* based on table 4.5 that the significance value of 0.391 is greater than 0.05, so it can be concluded that this value is normally distributed.

Regarding the results of the linearity test, table 4.9 shows that 0.290 is significantly greater than 0.05 so that it is normally distributed. In the results of hypothesis testing with simple linear regression, the equation  $Y = 28.220 + 0.207x$ , this means the productivity coefficient value is 28.220, for every 1% increase in competence, the productivity value increases by 0.207 or 20.7% significant value can be seen in table 4.10 where 0.01 is smaller than 0.05 then the competence variable affects productivity.

For the partial test, the *t*-test is used where the *t*-count is 3.498 which is greater than the *t*-table, namely 1.994, for the significance value of 0.001 it is smaller than 0.05 so that  $H_0$  is accepted and  $H_a$  is rejected. Then the competency variable (*x*) has a significant effect on the productivity variable (*y*). Based on the calculation of the average score per item from the questionnaire statement with the calculation of the respondent's level of achievement (TCR), for the results of the highest score variable *x* there is a statement of item 13 with a score of 90% with a very strong category on the intellectual ability dimension.

The lowest score of the variable *x* is statement item 2 on the confidence dimension and a value of 75% with a fairly strong category. Meanwhile, for the highest variable, the 6-dimensional item of morale was 94% categorized as very strong, and for the lowest value of the 7-dimensional item of self-development, 85% was categorized as strong.

## V. Conclusion

Conclusions that can be drawn from the results of the study and discussion regarding the impact of competence on employee work productivity that must be considered, namely:

Positive influence between competence and productivity. Supported by the equation  $Y = 28.220 + 0.207x$  with a constant variable Y (productivity) of 28.220, the regression coefficient of x is 0.207, which means that for every 1% increase in the value of x (competence), productivity will increase by 0.207 and the regression coefficient is positive.

And for the significance value obtained 0.01 is smaller than 0.05, it can be concluded that the variable x (competence) has an effect on the variable y (productivity).

Tested t-count 3,498 greater than t-table 1,994, it is concluded that competence (x) is positive and has a significant effect with a value of 0.001 less than 0.05 then  $H_0$  is accepted and  $H_a$  is rejected. And based on the results from table 4.4, it can be seen that all elements of the statement are in the range of quite strong and strong.

The dimension that has the largest TCR value is the motivation dimension with an average of 3.21 and a TCR score of 80%. And from table 4.4, it can be seen that all the elements of the statement of the largest TCR dimension are the motivation dimension with an average of 3.21 and a TCR score of 90%.

And output *the Scatter Plot* above, it can be seen that the points spread out and do not form a certain clear pattern and the data points spread above and below or around the number 0. Thus, it can be concluded that there is no heteroscedasticity problem.

### Suggestion

#### For Socfindo Company

Competence is an important thing that must be owned by employees in order to increase productivity. As a result of the research, the data shows that companies need to maintain and improve the dimensions of intellectual skills.

#### For Further

Researchers This research only examines competency variables and in future research can examine more about the dimensions that exist in competence, namely:

1. Being able to conduct research in the current pandemic situation and situation, whether the competency variable still has an influence on productivity.
2. Able to add more population.

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