



The Influence of Human Resource Competency, Work Environment and Work Ability on PT Employee Performance. Kendari Maritime Gifts

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ABSTRACT

In order to achieve a perfect level of success, every company must improve the quality of its resource management. Human resources are an important asset in the progress and development of a company. Basically, the most important thing to achieve a maximum goal is to start from the thing that most supports the achievement of that goal, namely human resources (HR). So it is necessary to carry out something called management or development which aims to create productive humans. With good human resource development or management, an employee can easily face and complete task demands both now and in the future. As time goes by, achievements and skills will be difficult for an employee to obtain if they only rely on what they have without ever carrying out a training or development process. PT. Kurnia Bahari Kendari is a company operating in the shipping, expedition and logistics distribution sector. Facing competition with many competitors in the same field certainly requires PT. Kurnia Bahari Kendari continues to improve the HR competency of its employees, creates a conducive work environment and employees' work abilities must always be honed in order to be able to compete in this business field. The phenomenon that occurred found that there were still some employees who had low competence and inadequate work abilities, especially field employees. Apart from that, field employees should also be required to continue to develop their abilities so that their performance continues to improve. Based on this, this research aims to 1. Test and analyze the influence of HR competency, work environment and work ability on the performance of PT employees. Kendari Maritime Gifts. 2. Test and analyze the influence of HR competency on PT employee performance. Kurnia Bahari Kendari 3. Test and analyze the influence of the work environment on the performance of PT employees. Kurnia Bahari Kendari 4. Test and analyze the influence of work ability on the performance of PT employees. Kendari Maritime Gifts. This research is associative research, namely research that aims to determine the influence or relationship between two or more variables. The research results show that HR competency, work environment, and work ability simultaneously have a significant influence on employee performance. In other words, these three variables function synergistically in influencing employee performance. An increase in one or more of these variables can lead to increased employee performance, while a decrease in these variables can result in a decrease in performance. Specifically, HR competency is proven to have a significant influence on employee performance; The higher the HR competency, the better the employee performance. HR competencies include the skills, knowledge and abilities possessed by employees, which directly influence the effectiveness and results of their work. However, the work environment only shows a positive but not significant influence on employee performance, indicating that although there is a positive relationship, this relationship is not strong enough to be considered significant in the context of this study. These findings provide insight into the factors that contribute to improving employee performance and can be used as a basis for HR development strategies in companies.

Keywords: Green Economy, MSMEs, Perception, Tax Incentives,

I. INTRODUCTION

In order to achieve a perfect level of success, every company must improve the quality of its resource management. Human resources are an important asset in the progress and development of a company. Because, the success or failure of a company is greatly influenced by the human resources within it. However, a company will not be able to run well if it does not have employees who are able to carry out their duties well [1]. PT. Kurnia Bahari Kendari is a company operating in the shipping, expedition and logistics distribution sector. Facing competition with many competitors in the same field certainly requires PT. Kurnia Bahari Kendari continues to improve the HR

competency of its employees, creates a conducive work environment and employees' work abilities must always be honed in order to be able to compete in this business field.

The phenomenon that occurred found that there were still some employees who had low competence and inadequate work abilities, especially field employees. Apart from that, field employees should also be required to continue to develop their abilities so that their performance continues to improve.

Based on theoretical studies, previous research and existing phenomena, the influence of human resource competence, work environment and work ability in efforts to improve employee performance is still being debated both theoretically and empirically, so that an important gap is obtained for further research.

II. LITERATURE REVIEW

Yendrawati (2013) states that the definition of Human Resources competency is the ability of a person or individual in an organization (institution) or a system to carry out its functions or authority to achieve its goals effectively and efficiently. Research conducted by Sudiarso (2022) and Pahmi and Busman (2022) found that HR competency has a positive and significant effect on employee performance. This indicates that the better the HR competency in an organization, the more employee performance will improve.

Another thing that influences employee performance is the work environment. A conducive work environment provides a sense of security and allows employees to work optimally. If an employee likes the environment in which he works, then the employee will feel at home in his workplace, carrying out his activities so that working time is used effectively. On the other hand, an inadequate work environment can reduce employee performance.

Research conducted by Sutaguna, et al (2023) found that a good and conducive work environment will further improve employee performance in an organization. Work ability is a work result achieved by a person in carrying out the tasks assigned to him which is based on skill, experience, seriousness and time (Hasibuan, 2003:94). Research conducted by Maharani, et al (2022) found that the better an individual's work ability, the more employee performance in an organization will improve.

III. RESEARCH METHODS

This research uses a quantitative research approach with an associative approach. This research was carried out at PT. Kendari Maritime Gifts. The population and sample in this study were all employees of PT. Kurnia Bahari Kendari, totaling 32 people, were all respondents. The data collection methods used in this research were interviews, questionnaires and documentation. Data was collected through a questionnaire regarding the influence of HR competency, work environment and work ability on the performance of PT employees. Kendari Maritime Gifts. This research variable indicator measurement uses a Likert Scale, namely by compiling questions or statements where each item is given a score range on a Likert Scale. The Likert scale is used to measure attitudes, opinions, perceptions of a person or group about social phenomena. With a Likert scale, the variables to be measured are translated into variable indicators. Regarding data processing, researchers used the SPSS statistical tool to process the data that researchers obtained. Then the data was analyzed using descriptive analysis and testing the assumptions of the multiple linear regression model. Based on the description above, the hypothesis of this research is as follows:

H1: HR competency, work environment and work ability have a positive and significant effect on employee performance

H2: Work human resource competency has a positive and significant effect on employee performance

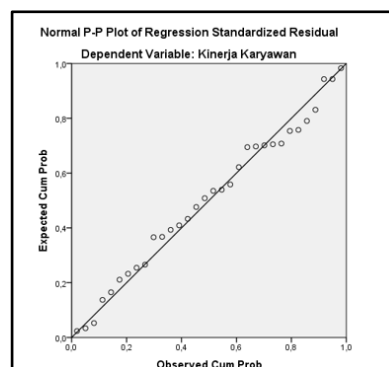
H3: The work environment has a positive and significant effect on employee performance

H4: Work ability has a positive and significant effect on employee performance

IV. RESULTS AND DISCUSSION

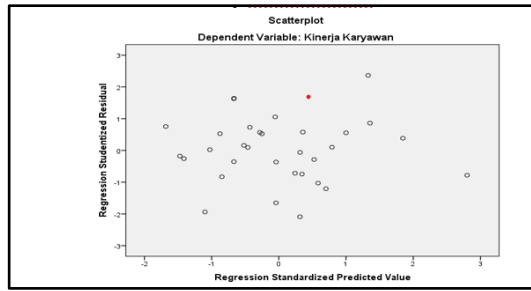
4.1 Results

4.1.1 Normality Test



From the graph above, you can see that the dots are spread around the diagonal line and the distribution follows the direction of the diagonal line. So, it can be concluded that the regression model used meets the normality assumption.

4.1.2 Heteroscedasticity Test



In accordance with the basis of the analysis above, from Figure 5.3 it shows that there is no clear pattern and the points are spread above and below zero on the Y axis, so it can be concluded that the regression model is good because there is no heteroscedasticity.

4.1.3 Correlation Coefficient (R) and Determination Coefficient (R2) Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.730 ^a	.533	.483	.15586	2.535

a. Predictors: (Constant), Kemampuan Kerja, Kompetensi SDM, Lingkungan Kerja
 b. Dependent Variable: Kinerja Karyawan

The R test result is 0.730, close to 1, so it can be concluded that there is a strong relationship between HR Competency (X1), Work Environment (X2) and Work Ability (X3) on the Employee Performance variable (Y).

The R Square value is 0.533, this shows that the coefficient of determination (the influence of HR Competency, Work Environment and Work Ability) on Employee Performance (Y). The R2 value of 0.533 shows the large role or contribution of HR Competency (X1), Work Environment (X2) and Work Ability (X3) which is able to explain the Employee Performance variable (Y) by 53.3%. Meanwhile, the remaining 46.7% is influenced by other variables not included in this model.

4.1.4 F Test

The F test basically shows whether all the independent variables included in the model have a joint or simultaneous influence on the dependent variable. The results of the F test obtained Fcount of 10.661 with a p-value probability level of 0.000 because the Fcount > Ftable (22.137 > 2.696).) so it can be concluded that the null hypothesis (Ho) is rejected and the alternative hypothesis (H1) is accepted, meaning that there is a significant influence between HR Competency (X1), Work Environment (X2) and Work Ability (X3) together on employee performance (Y) at PT. Kendari Maritime Gifts.

4.1.5 T Test Results (partial)

This test aims to test whether each variable is independent of the dependent variable. By looking at the probability value or p-value of each independent variable regression coefficient. Comparing the probability value (p-value) of each independent variable with its significance level, if the p-value result is smaller than the significance level, namely 0.05, it means that the individual independent variables have a significant effect on the dependent variable (Y). Hypothesis 1: HR competency partially has a significant effect on employee performance

Based on the results of the regression analysis in table 5.10, it is known that the regression efficiency value is 0.419 with a significance level of 0.006 which is lower when compared to $\alpha = 0.05$. This means that HR Competency partially has a positive and significant effect on the Employee Performance variable at PT. Kendari Maritime Gifts.

Hypothesis 2: The work environment partially has a significant effect on employee performance

Based on the results of the regression analysis in table 5.10, it is known that the regression coefficient value is 0.023 with a significance level of 0.875 which is greater than $\alpha = 0.05$. This means that the Work Environment partially has a positive and significant effect on the Employee Performance variable at PT. Kendari Maritime Gifts.

Hypothesis 3: Work Ability partially has a significant effect on Employee Performance

Based on the results of the regression analysis in table 5.10, it is known that the regression coefficient value is 0.453 with a significance level of 0.006 which is smaller when compared to $\alpha = 0.05$. This means that Work Ability partially has a positive and significant effect on the Employee Performance variable at PT. Kendari Maritime Gifts.

4.2. Discussion

4.2.1 Influence of HR Competency, Work Environment and Work Ability on Employee Performance

The results of the analysis show that HR Competency, Work Environment, and Work Ability simultaneously have a significant influence on Employee Performance. In other words, these three variables work together to influence employee performance at PT. Kendari Maritime Gifts. An increase in one or more of these variables may contribute to an increase in employee performance, and a decrease in any of these variables may result in a decrease in performance.

Good HR competencies include skills, knowledge and expertise that are relevant to employees. A conducive work environment includes aspects such as good work facilities, a positive work atmosphere, and support from colleagues. Work Ability includes the capacity and effectiveness of employees in completing their tasks.

4.2.2 The Influence of HR Competency on Employee Performance

Based on the analysis results, it was found that HR Competency has a significant influence on Employee Performance. This means that the higher the HR competency, the better employee performance can be achieved. HR competencies include the skills, knowledge and abilities that employees have, and improvements in these directly affect their effectiveness and work results. Employee education factors, as one aspect of HR competency, also play an important role in determining their perceptions and assessments of their duties and responsibilities. A higher level of education can increase employees' ability to face and solve problems, as well as to carry out tasks more effectively. This reinforces the finding that good education contributes to increased competence and, ultimately, employee performance.

4.2.3 Influence of the Work Environment on Employee Performance

The results of the analysis show that the work environment has a positive and insignificant effect on employee performance. This shows that although there is a positive relationship between the work environment and employee performance, this relationship is not strong enough to be considered significant in the context of this research.

These findings indicate that work environmental factors do not have a significant influence on employee performance at PT. Kendari Maritime Gifts. Other factors, such as HR competency or other managerial aspects, play a greater role in influencing employee performance.

4.2.4 Work Ability partially has a significant effect on Employee Performance

Based on the results of the analysis, it indicates that an increase in work ability will have a positive impact on employee performance. Work ability includes the skills, knowledge and experience that employees have in carrying out their duties. As work ability increases, employees become more efficient and effective in completing tasks, which in turn improves their work output.

Work ability is a key factor in determining employee effectiveness and productivity. It covers various aspects such as technical skills, industry knowledge, and practical experience. Employees who have good work abilities are better able to overcome challenges and meet their job expectations, thereby increasing the quality and quantity of their work output.

V. CONCLUSION

Based on the results of the analysis and discussion in the previous chapter, it can be concluded as follows:

1. HR Competency, Work Environment, and Work Ability simultaneously have a significant influence on Employee Performance. In other words, these three variables work together to influence employee performance at PT. Kendari Maritime Gifts. An increase in one or more of these variables may contribute to an increase in employee performance, and a decrease in any of these variables may result in a decrease in performance.
2. HR competency has a significant influence on PT employee performance. Kendari Maritime Gifts. This means that the higher the HR competency, the better employee performance can be achieved. HR competencies include the skills, knowledge and abilities that employees have, and improvements in these directly affect their effectiveness and work results.
3. The work environment has a positive and insignificant effect on the performance of PT employees. Kendari Maritime Gifts. This shows that although there is a positive relationship between the work environment and employee performance, this relationship is not strong enough to be considered significant in the context of this research.

Work Ability has a positive and significant effect on PT Employee Performance. Kendari Maritime Gifts. Work ability includes the skills, knowledge and experience that employees have in carrying out their duties. As work ability increases, employees become more efficient and effective in completing tasks, which in turn improves their work output.

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