The Effect of Competence and Work Environment on Organizational Performance through Work Motivation as a Mediation Variable in Jatisampurna District, Bekasi City

1Muhammad Faisal; 2Imam Wibowo
Universitas Krisnadwipayana
1Email: mfaisal17432@gmail.com
2Email: wibowoimam253@gmail.com

ABSTRACT

This study uses a quantitative approach with the method of path analysis. The population in this study were all civil servants in Jatisampurna District, Bekasi City. There were as many as 68 employees with a non-probability sampling method, using a qualitative data collection stage (questionnaire) to become quantitative data values on a semantic differential scale. The results of the study are as follows, 1). The results of research on the effect of competence on work motivation have negative and significant results. 2). The results of the research on the influence of the work environment on work motivation have a positive and significant effect. 3). The results of competency research on organizational performance are positive and significant. 4). The results of the work environment research on organizational performance are negative and significant. 5). The results of the research on work motivation on organizational performance are positive and significant. 6) The results of the research on competence and the environment on work motivation are positive and significant. 7). The results of the research on competence and work environment on organizational performance are positive and significant. 8). The results of the research on the effect of competence on organizational performance through work motivation are positive and significant. 9). The results of research on the effect of the work environment on organizational performance through work motivation are positive and significant.

Keywords: Competence, Work Environment, Organizational Performance, Work Motivation.

I. INTRODUCTION

Organizational performance is a measuring tool to assess and evaluate the success or failure of organizational goals. Performance is defined as a description of the level and results of the achievement of a process of implementing both activities, programs and policies in
order to realize the things that have been stated in the formulation of the organization's strategic scheme, namely; goals, objectives, vision and mission to build a good organization (Bastian, 2001). Factors that encourage increased organizational performance by increasing competence;

According to Robbins Stephen (2007:38) competence is the ability (ability) or a person's capacity to do various tasks in a job, where this ability is determined by two factors, namely intellectual ability and physical ability. In terms of the needs of an organization, the ability of employees to create optimal work results is needed.

The work environment in an organization is very important to pay attention to as aspects of the work environment directly affect the level of employee productivity. According to Sedarmayati (2011:2), the work environment is the overall tools and materials encountered, the surrounding environment in which a person works, his work methods, and work arrangements both individually and as a group.

Furthermore, to encourage employee performance and productivity and morale in the company's organization or agency so that it is optimal, it is necessary to encourage optimal work motivation. Motivation is the driving force that causes a member of the organization to be willing and willing to mobilize abilities in the form of expertise or skills, energy and time to carry out various activities that are their responsibility and fulfill their obligations, in the context of achieving predetermined organizational goals and objectives.

The phenomenon of the work environment in Jatisampurna District is currently not fully as expected by employees in carrying out their work, such as the current condition of the workspace, especially for functional office rooms that are not conducive, where there are
many other employees passing by and the lack of workplace boundary dividers, or work space layout so that the impact on the work results are not maximal. In general, employees want a pleasant, safe and well-lit workplace, have fresh air while do not have too long working hours.

Providing a comfortable and pleasant workplace will create a homey feeling for employees thereby increasing the harmony of the work environment, namely the establishment of good relations between employees and superiors and good relations between fellow employees so that they can complete their duties and improve employee performance. From the description above, it becomes a reason for the author to examine the extent to which "The Influence of Competence and Work Environment on Organizational Performance through Work Motivation as a Mediation Variable in Jatisampurna District, Bekasi City"

II. METHOD

The type of research used in this research is explanatory research. According to Singarimbun & Effendi (2011), explanatory research is research that explains the causal relationship between research variables through hypothesis testing.

This study uses a quantitative approach with the method of path analysis. The population in this study were all civil servants in Jatisampurna District, Bekasi City. There were as many as 68 employees with non-probability sampling method. In writing this data analysis method, the qualitative data collection stage (questionnaire) is converted into quantitative data values on a semantic differential scale.
II. DISCUSSION

1. The influence of competence on organizational performance.

The effect of the independent variable X1 (competence) on Y (Organizational Performance) of 0.837 shows that the competency variable has a positive and significant effect on organizational performance. Thus, the results of this study prove that there is a partial causality relationship between competency variables on organizational performance in Jatisampurna sub-district, Bekasi City.

2. The influence of the work environment on organizational performance.

The effect of the independent variable X2 (work environment) on Y (Organizational Performance) of -0.777 shows that the work environment variable has a negative effect on organizational performance. Thus, the results of this study partially prove that there is a negative relationship between work environment variables and organizational performance in Jatisampurna sub-district, Bekasi City.

3. The effect of work motivation on organizational performance.

The partial effect of the X3 variable (work motivation) on Y (Organizational Performance) of 0.844 shows that the work motivation variable partially has a positive and significant effect on organizational performance. Thus, the results of this study partially prove that there is a positive relationship between work motivation variables on organizational performance in Jatisampurna sub-district, Bekasi City.

4. The influence of competence on work motivation.

The partial effect of the X1 (competence) variable on the X3 (work motivation) variable is -0.680, indicating that the competency variable has a negative influence on work motivation. Thus, the results of this study partially
prove that there is a negative relationship between the competence variable and work motivation in Jatisampurna sub-district, Bekasi City.

5. The influence of the work environment on work motivation.

The partial effect of the X2 variable (work environment) on the X3 variable (work motivation) of 1.334 shows that the work environment variable has a positive and significant effect on work motivation. Thus, the results of this study prove that there is a partial causality relationship between work environment variables and organizational performance in Jatisampurna sub-district, Bekasi City.

6. The influence of competence on organizational performance through work motivation.

The indirect effect of competence on organizational performance through work motivation is 0.837x0.844 = 0.706. The value of the coefficient of indirect influence, which is 0.706, is positive but smaller than the direct influence of competence on organizational performance, which is 0.837. Thus, the results of this study prove that there is an indirect relationship between work motivation variables mediating competence variables on organizational performance.

7. The influence of the work environment on organizational performance through work motivation.

The indirect effect of the work environment on organizational performance through work motivation of -0.777x0.844 = 0.655 is positive. The value of the indirect influence coefficient is 0.655, which is greater than the direct effect of the work environment on organizational performance, which is -0.777. So it can be concluded that work motivation mediates work environment variables on organizational performance.
8. The influence of competence on organizational performance through work motivation

Based on the research results, the total effect of the sum of (Direct Effect or DE) and (Indirect Effect or IE). The influence between the variables X1 (competence) and Y (organizational performance) with the effect of X1 (competence) on Y (organizational performance) through the mediating variable X3 (work motivation) from path analysis as follows: DE Y= yx1 + IE yx1x3 = (0.837 + 0.706) = 1.543. It has positive and significant value.

9. The effect of work environment on organizational performance through work motivation

Based on the results of the study, the influence between variables X2 (work environment) and Y (organizational performance) with the effect of X2 (work environment) on Y (organizational performance) through the mediating variable X3 (work motivation) from path analysis as follows: DE Y= yx2 + IE yx2x3 = (-0.777 + 0.655) = -0.122 is negative and significant.

III. Conclusion

Based on the results of research on the effect of competence and work environment on organizational performance through work motivation, it can be concluded:

1. The influence of competence on work motivation

That the results of the research on the influence of competence on work motivation have negative and significant results due to the low value of the knowledge indicator that employees have, in the statement items employees can complete work quickly and always
innovate, thus competence has a negative effect on work motivation in Jatisampurna District, Bekasi City.

2. **The influence of work environment on work motivation**

That the results of the research on the influence of the work environment on work motivation have a positive and significant effect on the formation of the work environment in this study by indicators of the availability of work facilities, namely the statement item at the workplace, the availability of office facilities that make it easier for employees to work, thus the work environment is able to influence and encourage work motivation at work. In Jatisampurna District, Bekasi City.

3. **The effect of competence on organizational performance**

That the results of the competency research on organizational performance have positive and significant values which are strengthened by attitude indicators, namely in the statement of employee attitudes in working always complying with applicable rules and norms and employees always being responsive and diligent in carrying out the work given by the leaders, competence is able to influence and encourage organizational performance in Jatisampurna District, Bekasi City.

4. **Influence of work environment on organizational performance**

That the results of the work environment research on organizational performance are negative and significant due to the low value of the lighting indicator in the work environment, thus the work environment has a negative effect on Jatisampurna District, Bekasi City.

5. **The effect of work motivation on organizational performance**

That the results of the research on work motivation on organizational performance are positive and significantly strengthened by indicators of work motivation, namely the need for
security, thus work motivation is able to affect organizational performance in Jatisampurna District, Bekasi City.

6. The influence of competence and work environment on work motivation

That the results of the research on competence and the environment on work motivation are positive and significant, supported by indicators of competence with skills and work environment on employee relations with colleagues so that competence and work environment can increase values and affect employee work motivation in Jatisampurna District, Bekasi City.

7. The influence of competence and work environment on organizational performance

Whereas the results of the research on competence and work environment on organizational performance are positive and significant. In this study there are indicators that contribute to organizational performance, namely knowledge and job security that are able to improve and influence organizational performance in Jatisampurna District, Bekasi City.

8. The influence of competence on organizational performance through work motivation

That the results of the research on the effect of competence on organizational performance through work motivation is positive and significant. In this study there are indicators that contribute, namely competence in the form of skills and work motivation as intervening variables in the form of rewards that can improve and affect organizational performance in Jatisampurna District, Bekasi City.

9. The effect of work environment on organizational performance through work motivation
That the results of the research on the influence of the work environment on organizational performance through work motivation are positive and significant. In this study there are indicators that contribute, namely the work environment in the form of employee relations with superiors and work motivation as an intervening variable in the form of love needs and a sense of belonging that can improve and affect performance of the employees of Jatisampurna Subdistrict, Bekasi City.
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