

The Effect of Competence and Motivation on Performance: A Narrative Literature Review

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Abstract - The purpose of writing this article is a narrative literature review of 3 (three) articles that discuss the effect of competence and motivation on employees performance, which aims to identify and summarize previously published articles without any criticism for the articles reviewed. The results of the review indicate that there is a significant influence between Competence and Motivation together on Employee Performance. The sampling technique uses saturated samples so that all members of the population are sampled in this study. The data collection technique used a questionnaire and the data analysis used was multiple regression analysis. The results showed that there was a positive and significant influence between competency and motivation variables on employee performance.

Keywords: Performance, Competence, Motivation

I. INTRODUCTION

An organisation can develop inseparably from human resources (HR) which has an important role to improve employee performance and achieve organisational goals. One way to deal with the increasingly fierce competition between organisations is to empower and explore the potential of HR owned by employees of an organisation. HR is used to increase the contribution made by employees in order to achieve organisational goals. This is confirmed by Sondang and Siagian (2008: 27) that, good human resource management is shown to increase the contribution made by workers in the organisation in order to achieve organisational goals.

Quality human resources are a supporting factor in determining the success of the company. In forming quality employees, it must be done from the beginning of recruitment, selection, clarification, placement of employees according to their expertise, abilities, skills, and career development. Companies can see quality human resources through the performance they produce.

Employee performance is an important concern for company leaders, because employee performance will have an impact on organisational performance. Based on the results of previous research, there are various efforts that can be taken by company leaders as an effort to improve performance, one of which is to improve employee competence. Competence is an individual's ability to carry out a job correctly and has an advantage based on matters concerning knowledge, skills, and attitudes, (Edison, Anwar, & Komariyah, 2017).

II. METHOD

This article aims to identify and summarise articles that discuss the Effect of Competence and Motivation on Employees. The method used in this article is narrative literature review which is one of the most common types of literature review used in research. This type of review aims to provide a comprehensive summary of previously conducted research on the same topic and produce a good understanding of the topic.

Table. Journal Articles Reviewed

Author	Title	Source	Method	Sample	Technique
N.K.A.	The Influence	Scholar	Causal	The sample in	Questionnaires,
Dwiyanti, K.K.	of Competence		Quantitative	this study were	Document Recording,
Heryanda,	and Work			all employees	Interviews, and Path
G.P.A.	Motivation on			of PD. BPR	Analysis
(2019)	Employee			Bank Buleleng	
	Performance			45 which	

Author	Title	Source	Method	Sample	Technique
				totalled 74 people.	
F.A. Putri, S. Agung, T. Suharti, dan A. Kusumah (2021)	The Influence of Competence and Motivation on Employee Performance	Scholar	Quantitative and Qualitative	The sample used totalled 52 people out of 60 population who are employees of PT Dwidaya World Wide.	Correlation analysis and regression analysis with T test and F test.
Ayu Anjani (2019)	The Effect of Competence and Work Motivation on Employee Performance	Scholar	Quantitative	The sample in this study were all employees of the marketing department of PT Lambang Putra Perkasa Motor (LPPM) Cirebon City, totalling 45 people.	The sampling technique used in this research is saturated sampling technique. The researcher used the saturated sample technique because the population was relatively small under 100 people.

III. RESULT AND DISCUSSION

The results of research from N.K.A. Dwiyanti, K.K. Heryanda, G.P.A. Jana (2019) show that the first research hypothesis is "there is an effect of competence and work motivation on employee performance at PD. BPR Bank Buleleng 45." Based on the results of research with the help of the SPSS 20.0 for windows application, the results obtained $R = 0.827$, where the p-value for the F test is $0.00 < 0.05$, it means that simultaneously competence and work motivation affect this performance, meaning that H_0 is rejected, which means that there is an influence from competence and work motivation on employee performance. The amount of contribution of the influence of competence and work motivation of employees is influenced by competence and work motivation by 68.50% while the remaining 31.50% is influenced by other variables. The second research hypothesis is "there is an influence of competence on work motivation at PD. BPR Bank Buleleng 45." Based on the results of research with the help of the SPSS 20.0 for windows application, the results obtained $R = 0.706$ with a p-value for the F test of $0.000 < 0.05$. this means that H_0 is rejected and H_1 is accepted which means that there is an influence of competence on work motivation at PD. The magnitude of the contribution of the influence of competence and employee work motivation is influenced by competence on work motivation by 49.80% while the remaining 50.20% is influenced by other variables. The third hypothesis is "there is an influence of competence on employee performance at PD. BPR Bank Buleleng 45" obtained the results of $R = 0.205$ with a p-value for the F test of $0.000 < 0.05$. this means that H_0 is rejected and H_1 is accepted which means that there is an influence of competence on employee performance at PD. The magnitude of the contribution of the influence of competence on employee performance is 11.70%. The fourth hypothesis in this study is "there is an effect of work motivation on employee performance at PD. BPR Bank Buleleng 45" obtained the results of $R = 0.423$ with a pvalue for the F test of $0.000 < 0.05$. this means H_0 is rejected and H_1 is accepted which means there is an influence on employee performance at PD. The magnitude of the contribution of the influence of motivation on employee performance is 36.20%.

The results of research from F.A. Putri, S. Agung, T. Suharti, and A. Kusumah (2021) show that in the validity test that all items of the research variable from the Competency variable (X1) have $r_{count} > r_{table}$, namely at a significant 5% and $n = 52$, for $df = 52 - 2 = 50$, $r_{table} = 0.273$ is obtained, it is stated that all items of the research variable are Valid, can be used as an instrument in research. The validity test shows that all items of the research variable of the Motivation variable (X2) have $r_{count} > r_{table}$, namely at a significant 5% and $n = 52$, obtained $r_{table} = 0.273$ so it is stated that all items of the research variable are Valid. It can be seen in the validity test that all items of the research variable from the Performance variable (Y) have $r_{count} > r_{table}$, namely at a significant 5% and $n = 52$, obtained $r_{table} = 0.273$ so it is stated that all items of the research variable are Valid. Respondents' perceptions of the Competency variable (X1) in employees at PT Dwidaya World Wide with Case Studies in Jakarta, Depok,

Bogor are 4.17 (on a scale of 1 - 5) in the interval (3.41 - 4.20) in the good category. The details of the respondent's assessment consisted of 22 respondents giving a very good perception (SB), 29 respondents giving a good perception (S), and 1 respondent giving a moderate perception (S). The results of the analysis of this study also show that competence has a positive and significant effect on employee performance. This proves that an increase in competence greatly affects employee performance. The test results in this study prove that $t\text{-count} = 11.339 > t\text{-table} = 2.009$ then H_a is accepted and H_o is rejected, meaning that there is a significant influence between Competence and Performance. The results of the research analysis also show that motivation has a positive and significant effect on employee performance. This proves that the provision of motivation greatly affects employee performance. The test results in this study prove that $t\text{-count} = 7.660 > t\text{-table} = 2.009$ then H_a is accepted and H_o is rejected, meaning that there is a significant influence between Motivation and Performance.

The results of research from Ayu Anjani (2019) show that based on the table regarding the characteristics of the respondents, it shows that the respondents who became the object of this study consisted of 38 employees or 85% of the total number of respondents, while 7 employees or 15% of the total number of respondents were women. So it can be concluded that the majority of respondents in this study are men, based on age, the majority of respondents are 25-35 years old, based on the level of education the majority of respondents have a bachelor's degree, and have a working period of 1-5 years. And based on the results of validity testing, it is known that the instrument in the competency variable is valid, the instrument in the Motivation variable is valid and the employee performance variable instrument is valid, because it has a value of r count greater than r table, all r count values are greater than 0.294. Based on the reliability test results, it is known that the Cronbach's Alpha value of the competency variable is 0.794, the Cronbach's Alpha value of the motivation variable is 0.680, the Cronbach's Alpha value of the employee performance variable is 0.854, this shows that all research variables are reliable because the Chronbach Alpha value is above 0.6. Based on the correlation coefficient value of the competency and motivation variables on employee performance is 0.680, this means that the degree of closeness of the relationship between the competency and motivation variables on employee performance is included in the strong category. The coefficient of determination of competency and motivation variables on employee performance is 0.462, this means that the effect of competency and motivation variables on employee performance is 46%. Based on the Sig value of the competency variable is 0.00 < 0.05, this means that there is a significant influence between competence on performance, then it is known that the Sig value of the motivation variable is 0.00 < 0.05, this means that there is a significant influence between the motivation variable on employee performance. Based on the Sig value is 0.00 < 0.05, so we can conclude that simultaneously there is a significant influence between competence and motivation on employee performance.

IV. CONCLUSION

N.K.A. Dwiyanti, K.K. Heryanda, G.P.A. Jana (2019) concluded that the results of statistical and hypothesis testing and discussion, several conclusions can be drawn as follows. (1) Competence and work motivation have a positive effect on employee performance at PD. BPR Bank Buleleng 45. (2) Competence has a positive effect on work motivation at PD. (3) Work motivation has a positive effect on employee performance at PD. BPR Bank Buleleng 45. (4) Competence has a positive effect on employee work motivation at PD. BPR Bank Buleleng 45.

F.A. Putri, S. Agung, T. Suharti, and A. Kusumah (2021) concluded that the results showed that the correlation of Competence (X1) on Performance (Y) is $R = 0.849$ located in the interval (0.80 - 1.000) this indicates that the relationship between the variables Competence (X1) and Performance (Y) is very strong and positive. With the regression results $Y = 2.749 + 0.932 X1$ and Hypothesis Test $t\text{-count} = 11.339 > t\text{-table} = 2.009$, then H_o is rejected (H_a is accepted), meaning that there is a significant influence between Competence (X1) on Performance (Y). The results showed that the correlation between Motivation (X2) and Performance (Y) is $R = 0.735$ located in the interval (0.60 - 0.799), this indicates that the relationship between the Motivation variable (X2) and Performance (Y) is strong and positive. With the regression results $Y = 17.379 + 0.705 X2$ and Hypothesis Test $t\text{-count} = 7.660 > t\text{-table} = 2.009$, then H_o is rejected (H_a is accepted), meaning that there is a significant influence between Motivation (X2) on Performance (Y). The results showed that the correlation between Competence (X1) and Motivation (X2) on Performance (Y) is $R = 0.853$ located in the interval (0.80 - 1.000), this shows that the relationship between variables X1 (Competence) and X2 (Motivation) on Y (Performance) is very strong and positive. With the regression results $Y = 2.398 + 0.803 X1 + 0.139 X2$ and Hypothesis Test $F\text{ count} = 65.361 > F\text{ table} = 3.19$, then H_o is rejected (H_a is accepted), meaning that there is a significant influence between competence and motivation together on performance.

Ayu Anjani (2019) concluded that the results of research and discussion, it can be concluded that: 1) competence has a significant effect on performance, 2) motivation has a significant effect on performance, 3) competence and motivation can be used as predictors of performance increase or turn.

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