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The Effect of Competency and Job Training on Employees Performance in Navigation District type a Class II Tanjung EMAS Port Semarang

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Abstract

Fierce competition in the industry requires companies to have competitive abilities that are determined from the company's performance, which is formed from employee performance. Employee performance can be improved with job training to hone and improve employee competencies. This study aims to determine the influence of competency and job training on employee performance of Navigation District Type A Class II Tanjung Emas Port Semarang. This study uses a quantitative approach on a sample of 100 employees of Navigation District Type A Class II Tanjung Emas Port Semarang. Data collection uses a questionnaire which is then processed using IBM SPSS 25. The data analysis technique uses multiple linear regression analysis, t test (partial), and f test (simultaneous). The results of the study obtained the regression equation $Y = 3.072 + 0.272X_1 + 0.097X_2$. It was concluded that competence had a positive and significant effect on employee performance ($\beta = 0,272$; sig. $0,000 < 0,05$) and job training has a positive but not significant effect on performance ($\beta = 0,097$; sig. $0,162 > 0,05$). However, competence and job training have a significant effect simultaneously on employee performance Navigation District Type A Class II Tanjung Emas Port Semarang (sig. $0,000 < 0,05$). The simultaneous contribution of competency and job training to employee performance is 14.9% ($\Delta R^2 = 0,149$). It is recommended to hold training according to the needs of employees so that they can support their daily work.

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Keywords: Competence, Job Training, Employee Performance

Introduction

In the midst of this fast-paced era, every individual and organization competes to be the most competent. In a company, the company's competitiveness will be assessed from the company's performance and output. This is highly determined by employee performance so that employee competence is the main key for the company in improving the company's overall capabilities. Employee performance is the result of quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2011) ^[3]. Employees who have adequate knowledge, skills, and attitudes will be able to complete their tasks effectively and efficiently, thereby contributing to improving the overall performance of the company. Employee performance can be affected by several factors, including: internal employees, the organization's internal environment, and the organization's external (Wirawan, 2009) ^[12]. Employee performance can be assessed from the aspects of work quality, quantity, timeliness, effectiveness and independence (Robbins, 2016) ^[7]. Employee performance of a company can be improved, one of which is by holding various trainings that can hone the competencies of employees (Putri, Hidayat and Pinem, 2022) ^[6]. Companies must pay attention to employee competencies because human resources (HR) in an organization are an asset. Companies that value employee performance will be more motivated to provide the training and development needed by their employees. Research by Putri, Hidayat and Pinem (2022) ^[6] shows that competency and job training have a positive and significant influence on employee performance, even having a considerable simultaneous

influence on performance, reaching 79.1%.

Employees who have competencies that are appropriate for their jobs will find it easier to complete their tasks effectively and efficiently. Competence is defined as the ability of individuals to carry out tasks, integrate knowledge, skills, attitudes and personal values (Sitio, 2022) [8]. The competencies possessed by each individual must be different, this is influenced by the background of each individual (Putri, Hidayat and Pinem, 2022) [6]. Without good competence, the work cannot be completed by employees properly (Yunidasari, 2020) [13]. Employee competency assessment indicators include goals, characteristics, self-concept, knowledge/information and abilities.

A competency can be improved through job training. Through training, employees can learn new knowledge and skills, as well as improve their attitudes and behaviors to match the demands of the job. Job training is a process of teaching certain knowledge and skills as well as attitudes so that employees are more skilled and able to carry out their responsibilities better according to the standards that have been determined by the company (Mangkunegara, 2016) [6]. Training is a continuous interactive collaboration between managers and employees who play an active and attentive role in employee performance (Suwarto, 2014) [9]. Through job training, companies can produce human resources according to their desires (Yunidasari, 2020) [13]. Every employee will need training from time to time in order to be adaptive to the dynamics of the organization and industry. Training serves to fill the skills gap of employees to fill new positions or positions (Wibowo, 2014) [10]. Job training assessments can review instructors, participants, training materials and methods (Mangkunegara, 2015) [4].

The Navigation Department is a Government Institution under the auspices of the Ministry of Transportation of the Republic of Indonesia which is engaged in shipping navigation. It has the task of carrying out management functions for shipping navigation aids, shipping telecommunications, as well as marine observation activities, hydrographic surveys, channel and crossing monitoring using installation facilities for the sake of shipping safety. Navigation District Type A Class II Tanjung Emas Port Semarang has a working area of Central Java Province with a coastline length of 971 km, while the water working area consists of 645 km from the North coastline and 326 km from the South coastline. This Navigation District also oversees 1 main port (Tanjung Emas Port Semarang), 4 collection ports, and 6 regional collection ports.

Based on the results of observations Navigation District Office Type A Class II Tanjung Emas Port Semarang, it is known that the implementation of navigation services requires qualified officers because it is related to shipping safety in their work area. Therefore, this study will examine the influence of competency and job training on employee performance of Navigation District Type A Class II Tanjung Emas Port Semarang.

Methods

The research was conducted in the Type A Class II Navigation District of Tanjung Mas Port Semarang, Central Java, Indonesia in February – May 2024. This research is a causal associative research with a quantitative approach. The

population of this study is all employees of Navigation District Type A Class II Tanjung Emas Port Semarang as many as 132 people and a sample of 100 people was taken using a simple random sampling technique. The instruments used were questionnaires and IBM SPSS applications. The independent variables of this study are competency and job training while the dependent variable is employee performance. The data analysis techniques used were descriptive analysis and multiple linear regression analysis.

Results

Respondent Characteristic

This analysis was carried out on 100 employees of Navigation District Type A Class II Tanjung Emas Port Semarang to find out the characteristics of the research respondents including: gender, age, last education, and length of work. The results of the descriptive analysis (table 1) show that the employees of the Type A Navigation District Class II of Tanjung Mas Port Semarang are mostly male (74%), aged 26-30 years (40%), have the last education of Diploma (47%), and have worked for 1-2 years (47%).

Table 1: Descriptive Analysis Result of Respondent Characteristics

Characteristics	Frequency	Percentage
Gender		
Male	74	74
Female	26	26
Total	100	100%
Age		
26-30 years old	40	40
31-35 years old	25	25
35-40 years old	23	23
>40 years old	12	12
Total	100	100%
Last Education		
SMA	35	35
Diploma	47	47
S1	18	18
Total	100	100%
Length of Work		
< 1 years	8	8
1-2 years	47	47
> 2 years	45	45
Total	100	100%

Variable Category Description

The variable category describes the respondents' responses to the research variables which are categorized into high, medium, and low. The results of the categorization (table 4) show that the employees of Navigation District Office Type A Class II Tanjung Emas Port Semarang are mostly: the competence of the respondents is moderate (85%); the job training of respondents was moderate (67%); and employee performance is moderate (65%).

Table 2: Descriptive Analysis Results of Variable Data Distribution

Variable	Min	Max	Mean	SD
Competence	3,25	4,50	4,0175	0,26887
Job training	3,0	4,25	3,8325	0,28660
Employee Performance	3,8	4,8	4,2720	0,20990

Table 3: Variable Categorization

Category	Interval Score	Frequent	Percentage
Competence			
High	$X > 4,28637$	6	6%
Medium	$4,28637 > X > 3,74863$	85	85%
Low	$X < 3,74863$	9	9%
Total		100	100%
Work Environment			
High	$X > 4,1191$	13	13%
Medium	$4,1191 > X > 3,5459$	67	67%
Low	$X < 3,5459$	20	20%
Total		100	100%
Employee Performance			
High	$X > 4,4819$	12	12%
Medium	$4,4819 > X > 4,0621$	65	65%
Low	$X < 4,0621$	23	23%
Total		100	100%

Analysis Prerequisite Test**1. Normality Test**

The data normality test used the Kolmogorov-Smirnov test. The results of the data normality test (table 5) show that the significance value is 0.142 which is greater than 0.05 so that it can be concluded that the data is normally distributed.

Table 4: Normality Test Result

Variable	Asymp. Sig (2-tailed)	Keterangan
Residual variable employee performance, competence, job training	0,142	Normal

2. Linearity Test

The linearity test was carried out on a variable independent of the dependent variable. The results of the statistical test (table 6) show that the significance of each independent variable is greater than 0.05. So it can be concluded that all variables are linear independent with dependent variables.

Table 5: Linearity Test Result

Variable	Significant	Keterangan
Competence	0,320	Linier
Job training	0,495	Linier

3. Multicollinearity Test

The Multicollinearity Test was carried out between independent variables in the study. The results of the static test (table 7) showed a tolerance value of > 0.1 and a VIF value of < 10 . Therefore, it can be concluded that there is no multicollinearity between dependent variables.

Table 6: Multicollinearity Test Results

Variable	Tolerance	VIF
Competence	0,989	1,011
Job training	0,989	1,011

4. Heteroscedastisity Test

The Multicollinearity Test was carried out between independent variables in the study. The results of the static test (table 7) showed a tolerance value of > 0.1 and a VIF value of < 10 . Therefore, it can be concluded that there is no multicollinearity between dependent variables.

Table 7: Heteroscedastisity Test Result

Variable	Significant
Competence	0,960
Job training	0,080

Hypothesis Test

The hypothesis proposed in this study is:

H1: Competence has a significant effect on employee performance of Navigation District Type A Class II Tanjung Emas Port Semarang

H2: Job training has a significant effect on employee performance Navigation District Type A Class II Tanjung Emas Port Semarang

H3: Competencies and job training have a significant effect simultaneously on employee performance Navigation District Type A Class II Tanjung Emas Port Semarang

The results of the bergana linear analysis (table 7) show the value of the regression coefficient until the following regression equation is obtained:

$$Y = 3,072 + 0,272 X_1 + 0,097 X_2$$

The results of the hypothesis test (table 7) were obtained through multiple linear regression analysis using the help of the SPSS application. It is known in the competency variable of the sig. 0.000 which is less than the confidence level of 0.05 so H1 is accepted. In the variable job training, the value of sig. $0.162 < 0.05$ until H2 was rejected. In addition, it is also known that the results of the F test (table 7) are sig. 0.000 < 0.05 so that H3 is accepted with an influence contribution of 14,9% ($R^2 = 0,149$).

Table 8: Multiple Linear Regression Analysis Results

Variable	Regression Coefficient	t	Sig.
Constant	3,072		
Competence	,272	3,699	,000
Job training	,097	1,409	,162
F	8,468		0,000
R ²	0,149		

Discussions**The ffect of Competence on Employee performance**

Based on the results of the research that has been carried out, it is known that H1 is accepted so that competence has a significant effect on employee performance of Navigation

District Type A Class II Tanjung Emas Port Semarang. The regression coefficient value showed a positive influence (0.272) which means that competence has a direct relationship with employee performance. Increasing competence will be followed by increasing employee performance. In Navigation District Type A Class II Tanjung Emas Port Semarang, it can be concluded that good employee competence will produce good performance as well. This explains that the recruitment and selection process for employees of Navigation District Type A Class II Tanjung Emas Port Semarang is quite tight with high competition, just like other government agencies. Individual competency qualifications are highly considered and must meet specific competency or educational requirements. The results of this study are in line with research by Yunidasari (2020)^[13]; Putri, Hidayat and Pinem (2022)^[6]; dan Sitio (2022)^[8] which proves that competence has an effect on employee performance.

The Effect of Job Training Employee performance

Based on the results of the research that has been conducted, it is known that H2 was rejected so that job training did not have a significant effect on employee performance of Navigation District Type A Class II Tanjung Emas Port Semarang. This means that changes to job training do not affect employee performance. The training for employees of the Type A Class II Navigation District of Tanjung Mas Port that has been carried out is training in the context of implementing new policies or systems so that it does not include improving skills to encourage overall performance. In addition, the implementation of training is not based on the results of screening the needs and obstacles of employees at work, but rather instructions from the central agency. Therefore, the benefits of training cannot be felt by employees in their daily work. The training that has been carried out is carried out in a short period of time and does not cover the problems that may be faced in the application of these new skills in the work. Employees need time to adapt to new skills, including finding problems and identifying alternative solutions independently. This is in accordance with research at PT. Kharisma Gunamakmur said that coaches do not have a significant influence on employee performance because special competencies and potentials are considered more important to support job descriptions (Wicaksono, 2019)^[11]. The results of the study at Dr. Cipto Mangunkusumo Hospital Jakarta also showed that training had no effect on employee performance, but after being mediated by work culture, it showed that there was an indirect influence of training on employee performance (Atawirudi, Firdaus and Rachmatullaily, 2020)^[2].

The Effect of Competence and Job Training on Employee performance

Based on the results of the research that has been carried out, it is known that H3 is accepted so that competence and job training have a significant effect simultaneously on employee performance of Navigation District Type A Class II Tanjung Emas Port Semarang with a large influence of 14.9%. This means that job training cannot affect employee performance itself, it is necessary to have job training so that competencies along with job training can provide changes to employee performance. This proves that training that is relevant to the needs of employees in doing their jobs will be able to improve employee performance. Training that is relevant to the needs

of employees will improve the ability of employees to carry out and solve problems in their work. This is in accordance with research by Yunidasari, Irfani dan Assyofa (2020)^[13] that training and competencies together can significantly affect on employee performance.

Conclusion

From the research that has been carried out on the influence of competence and job training on the performance of the Navigation District Type A Class II Tanjung Emas Port Semarang, it can be concluded:

1. Competence has a positive ($\beta = 0.272$) and significant (sig. 0.000 > 0.05) influence on employee performance so that H1 is accepted. Therefore, competence has a significant effect on employee performance Navigation District Type A Class II Tanjung Emas Port Semarang.
2. Job training has a positive ($\beta = 0.097$) but insignificant (sig. 0.162 > 0.05) on employee performance so that H2 is rejected. Therefore, job training does not have a significant effect on employee performance Navigation District Type A Class II Tanjung Emas Port Semarang.
3. Competence and job training simultaneously have a significant 0.000 which is less than 0.05 so that H3 is accepted. Therefore, competence and job training have a significant effect simultaneously on employee performance Navigation District Type A Class II Tanjung Emas Port Semarang. The amount of the influence of the two simultaneously is 14,9% ($R^2 = 0,149$).
4. From the results of the research, it is recommended that the Navigation District Type A Class II Tanjung Emas Port Semarang also needs to conduct independent job training in accordance with the needs and problems of its employees in their daily work. This is necessary to improve the skills and problem-solving abilities of employees so that they can feel the real benefits of training and support the implementation of employees' work.
5. This research is limited to examining the influence of competency and job training on employee performance. The insignificant relationship between employee performance training can be further studied by providing factors that can mediate the influence of training on performance such as work culture.

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