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The Effect of Competency, Compensation and Work Environment On Employee Performance Through Work Motivation in the Government Office of Mojokerto City

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Abstract: The purpose of this study was to analyze the Influence of Competence, Compensation and Work Environment on Employee Performance Through Work Motivation in the Government Office of Mojokerto City. Using the Census Sampling technique, 40 respondents were obtained as research objects. The results of this study showed that Compensation had a positive and significant effect with a probability value of $0.027 \leq 0.05$ on Performance at Bappeda Litbang Mojokerto City. Compensation had a positive and significant effect with a probability value of $0.026 \leq 0.05$ on the Performance of ASN Bappeda Litbang Mojokerto City. Work Environment does not have a direct positive and insignificant effect with a probability value of $0.623 \geq 0.05$ on the Performance of Employees in the Mojokerto City Government Office. Motivation does not have a positive and insignificant effect with a probability value of $0.752 \geq 0.05$ directly on the performance of Employees in the Mojokerto City Government Office. Competence has a positive and significant effect with a probability value of $0.007 \leq 0.05$ directly on the motivation of Employees in the Mojokerto City Government Office. Compensation has a positive and significant effect with a probability value of $0.040 \leq 0.05$ directly on the motivation of Employees in the Mojokerto City Government Office. Work Environment has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on employee motivation in the Mojokerto City Government Office. Competence has no positive and insignificant effect with a probability value of $0.761 \geq 0.05$ on Employee Performance in the Mojokerto City Government Through Motivation as an Intervening Variable. Compensation has no positive and insignificant effect with a probability value of $0.790 \geq 0.05$ on Employee Performance in the Mojokerto City Government Through Motivation as an Intervening Variable. Work Environment has no positive and insignificant effect with a probability value of $0.744 \geq 0.05$ on Employee Performance in the Mojokerto City Government Through Motivation as an Intervening Variable.

Keyword: Competence, Compensation, Work Environment, Employee Performance, Work Motivation

INTRODUCTION

The progress and success of a company in running its business cannot be separated from the HR (human resources) factor. HR in a company can function as a company asset. Employee development must be prioritized, so that employee skills can be maintained and improved. Employees with superior performance are important in a company. Employees are said to have superior performance if their work results exceed the targets set by the company. This superior performance will have an impact on the company's reputation and progress. However, many factors can affect performance issues.

Based on an initial survey at the Mojokerto City Government Office, there is a phenomenon related to the physical work environment, namely work facilities. Work facilities related to office equipment such as employee desks and chairs are still very different from one another. This difference occurs because some still use old desks and some use new desks. Although it looks like a trivial problem, this difference can give rise to differences in employee perceptions which will later cause work motivation which will of course vary. In addition, there are still computers that sometimes error so that they can cause obstacles in doing office work.

Like the research conducted by Candradewi, I. and Dewi, I. G. A. M. (2019) regarding "The Effect of Compensation on Performance with Motivation as Mediator" states that work motivation has a significant effect on performance. Research conducted by Kasiyanto (2019) regarding "The Effect of Competence and Compensation on Performance Mediated by Motivation" states that competence has a significant effect on performance. Meanwhile, research conducted by Candradewi, I. and Dewi, I. G. A. M., (2019) regarding "The Effect of Compensation on Performance with Motivation as Mediator" states that compensation has a significant effect on performance. Research conducted by Sari, F. P. and Aziz, N. (2019) regarding "The Effect of Work Environment on Performance Mediated by Employee Work Motivation" states that the work environment has a significant effect on performance.

The purpose of this study is to analyze the influence of competence, compensation and work environment on employee performance through work motivation in the Mojokerto City Government Office.

METHOD

This type of research is quantitative research. This research is an observational study conducted on a number of objects according to their actual conditions, without any interval from the researcher. This research design uses a cross-sectional method approach. With a population of 40 people. The census sampling technique means that all populations are used as samples in the study.

RESULTS AND DISCUSSION

No. Item Pertanyaan	Thitung	Keterangan
Kompetensi (X1)		
1	0,888	Valid
2	0,884	Valid
3	0,853	Valid
4	0,915	Valid
Kompensasi (X2)		
1	0,817	Valid
2	0,800	Valid
3	0,839	Valid

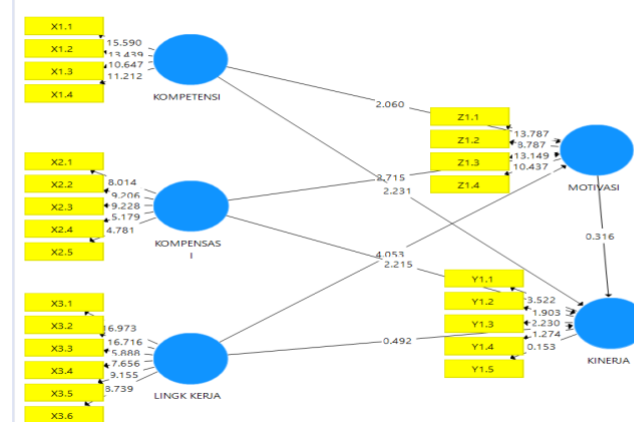
4	0,810	Valid
5	0,791	Valid
Lingkungan Kerja (X3)		
1	0,894	Valid
2	0,868	Valid
3	0,784	Valid
4	0,804	Valid
5	0,800	Valid
6	0,825	Valid
Motivasi (Z)		
1	0,911	Valid
2	0,841	Valid
3	0,862	Valid
4	0,880	Valid
Kinerja Pegawai (Y)		
1	0,893	Valid
2	0,600	Valid
3	0,829	Valid
4	0,895	Valid
5	0,834	Valid

The table above can be concluded that the correlation of each indicator to the total construct score of each variable shows significant results, namely $r_{count} \geq r_{table}$. It can be concluded that all question items from all variables, namely of competence, compensation, work environment on employee performance, work motivation are declared Valid.

Construct Reliability and Validity

Matrix	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extract...	Copy to Clipboard:
	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)	
KINERJA	0.773	0.877	0.666	0.339	
KOMPENSASI	0.871	0.877	0.906	0.658	
KOMPETENSI	0.906	0.914	0.934	0.780	
LINGK KERJA	0.909	0.910	0.930	0.689	
MOTIVASI	0.896	0.900	0.928	0.763	

The table above shows that the three variables produce an alpha value of 0.9. Thus, all variables have a value > 0.60 , thus the research instrument is suitable for use in data collection.



Path Coefficients					
	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
KOMPENSASI -> KINERJA	1.081	0.993	0.488	2.215	0.027
KOMPENSASI -> MOTIVASI	0.375	0.364	0.138	2.715	0.007
KOMPETENSI -> KINERJA	-0.438	-0.421	0.196	2.231	0.026
KOMPETENSI -> MOTIVASI	0.131	0.137	0.064	2.060	0.040
LINGK KERJA -> KINERJA	-0.222	-0.150	0.452	0.492	0.623
LINGK KERJA -> MOTIVASI	0.494	0.501	0.122	4.053	0.000
MOTIVASI -> KINERJA	0.196	0.132	0.621	0.316	0.752

Specific Indirect Effects					
	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
KOMPENSASI -> MOTIVASI -> KINERJA	0.074	0.059	0.276	0.266	0.790
KOMPETENSI -> MOTIVASI -> KINERJA	0.026	0.005	0.084	0.304	0.761
LINGK KERJA -> MOTIVASI -> KINERJA	0.097	0.068	0.297	0.327	0.744

DISCUSSION

First Hypothesis Competence on Performance at Bappeda Litbang Mojokerto City. Based on the results of research and testing of path analysis (Path Analysis) that Competence has a positive and significant effect with a probability value of $0.027 \leq 0.05$ on Performance at Bappeda Litbang Mojokerto City. Second Hypothesis Compensation on Performance at Bappeda Litbang Mojokerto City. Based on the results of research and testing of path analysis (Path Analysis) that Compensation has a positive and significant effect with a probability value of $0.026 \leq 0.05$ on Performance at Bappeda Litbang Mojokerto City. Third Hypothesis Work Environment on Performance at Bappeda Litbang Mojokerto City. Based on the results of research and testing of path analysis (Path Analysis) that the Work Environment does not have a direct positive and insignificant effect with a probability value of $0.623 \geq 0.05$ on the Performance of Mojokerto City Government Office Employees. Fourth Hypothesis of Work Motivation on Performance at Bappeda Litbang of Mojokerto City.

Based on the results of research and testing of path analysis, Work Motivation does not have a direct positive and insignificant effect with a probability value of $0.752 \geq 0.05$ on the Performance of Mojokerto City Government Office Employees. Fifth Hypothesis Competence on Work Motivation in Bappeda Litbang Mojokerto City. Based on the results of research and testing of path analysis (Path Analysis) that Competence has a positive and significant effect with a probability value of $0.026 \leq 0.05$ on Work Motivation of Bappeda Litbang Mojokerto City. Sixth Hypothesis Compensation on Work Motivation in Bappeda Litbang Mojokerto City. Based on the results of research and testing of path analysis (Path Analysis) that Compensation has a positive and significant effect with a probability value of $0.026 \leq 0.05$ on Work Motivation of Bappeda Litbang Mojokerto City. Seventh Hypothesis Work Environment on Work Motivation in Bappeda Litbang Mojokerto City. Based on the results of research and testing of path analysis, the Work Environment has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on Work Motivation of Bappeda Litbang, Mojokerto City. The Eighth Hypothesis of Competence on Employee Performance Through Work Motivation at Bappeda Litbang, Mojokerto City.

Based on the results of research and testing of path analysis, competence has a positive and significant effect with a probability value of $0.000 \leq 0.05$ Compensation on Employee Performance Through Work Motivation at Bappeda Litbang, Mojokerto City. Hypothesis Ninth Competence on Employee Performance Through Work Motivation in Bappeda Litbang Mojokerto City. Based on the results of research and testing of path analysis (Path Analysis) that Competence does not have a positive and insignificant effect with a probability value of $0.790 \geq 0.05$ on Employee

Performance in Mojokerto City Government Through Motivation as an Intervening Variable. Hypothesis Ninth Work Environment on Employee Performance Through Work Motivation in Bappeda Litbang Mojokerto City. Based on the results of research and testing of path analysis (Path Analysis) that Work Environment does not have a positive and insignificant effect with a probability value of $0.744 \geq 0.05$ on Employee Performance in Mojokerto City Government Through Motivation as an Intervening Variable.

CONCLUSION

- 1 Compensation has a positive and significant effect with a probability value of $0.027 \leq 0.05$ on Performance at Bappeda Litbang Mojokerto City.
- 2 Compensation has a positive and significant effect with a probability value of $0.026 \leq 0.05$ on the Performance of ASN Bappeda Litbang Mojokerto City.
- 3 The Work Environment does not have a direct positive and insignificant effect with a probability value of $0.623 \geq 0.05$ on the Performance of Mojokerto City Government Office Employees
- 4 Motivation does not have a positive and insignificant effect with a probability value of $0.752 \geq 0.05$ directly on the performance of Mojokerto City Government Office Employees.
- 5 Competence has a positive and significant effect with a probability value of $0.007 \leq 0.05$ directly on the motivation of Mojokerto City Government Office Employees.
- 6 Compensation has a positive and significant effect with a probability value of $0.040 \leq 0.05$ directly on the motivation of Mojokerto City Government Office Employees.
- 7 The Work Environment has a positive and significant effect with a probability value of $0.000 \leq 0.05$ on employee motivation at the Mojokerto City Government Office.
- 8 Competence does not have a positive and insignificant effect with a probability value of $0.761 \geq 0.05$ on Employee Performance in the Mojokerto City Government Through Motivation as an Intervening Variable.
- 9 Compensation does not have a positive and insignificant effect with a probability value of $0.790 \geq 0.05$ on Employee Performance in the Mojokerto City Government Through Motivation as an Intervening Variable
- 10 The Work Environment does not have a positive and insignificant effect with a probability value of $0.744 \geq 0.05$ on Employee Performance in the Mojokerto City Government Through Motivation as an Intervening Variable

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