Effect of competence, discipline, and work stress on employee performance at PT Vayata Senada Cemerlang

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ABSTRACT

PT Vayata Senada Cemerlang it's the company that does the selling building materials distri butor . and there are There are various factors that decrease performance, competence, discipline and job stress wan. Descriptive research explanatory which will carried out by and researchers compile questionnaires and use methods multiple regression. The conclusion is competence, discipline and work stress partially and simultaneously have a positive and significant effect on the performance of employees of PT Vayata Senada Cemerlang.

Keywords: Competence, Discipline and Job Stress.

1. INTRODUCTION

In a trade that is increasingly competitive and competitive, all companies are told to be able to make the right decisions so that companies can advance and compete healthily in the industrial environment. By managing the right human resources. This management should expect employees to excel and be able to improve performance. The role of human resources is very important especially as a one of the factors in all activities in order to achieve the goals of the company.

PT Vayata Senada Cemerlang is a company engaged in the field of building materials in Medan. And since 2017 PT Vayata Senada Cemerlang was established and is located at Jalan Pandan No 91 - 93 Medan, North Sumatra. PT Vayata Senada Cemerlang delivers services that are of very high quality and always fulfill the wishes of customers for not only that the products sold by the company are very many types and from the lowest to the highest prices with quality and types of products that are guaranteed customers will be satisfied.

In the companies we studied, there were obstacles in performance because it has been proven that sales targets have decreased every month, so companies sometimes do various ways to increase sales targets for the better.

Employee education that is suitable for employee positions is an effective competency. Competence is very important for

employees so they can work more understandably. But the large number of employees whose education is not in accordance with the position they receive, causing it to be difficult for employees to complete the work they are doing they do.

The role of discipline is very important in training employees better. But there are many disciplines that have been written but not delegated properly, such as employee absences. Many employees are not afraid of written regulations because the sanctions given to them are light and possible There isn't any. There is also a problem of stress that must be faced by companies because the responsibilities in completing work are very large and many. So that employees feel inadequate and unable to complete all their work, these factors cause many employees to resign from their jobs. The company should balance the workload of employees with the ability of employees.

Based on the problems above, the researcher will conduct a study entitled "The Influence of Competence, Discipline, and Work Stress on Employee Performance at PTVayata Senada Cemerlang".

Identification of Problem
Based on the explanation of the problem above, several problems can be identified as following:
1. The problem of work competence in PT Vayata Senada

Cemerlang is still not good, which can be seen from the performance of employees.
2. Work discipline at PT Vayata Senada Cemerlang has a problem of poor employee absenteeism which can be seen from the employee attendance data.
3. Work stress at PT Vayata Senada Cemerlang has problems in the turnover or resign section, causing obstacles to employee performance.
4. Failure to achieve sales targets as a result of decreased employee performance

Formulation Of The Problem
Based on the problem, the problem can be described as follows:
1. What is the effect of competence on the performance of PT Vayata Senada Cemerlang?
2. What is the effect of discipline on the performance of PT Vayata Senada Cemerlang?
3. What is the effect of stress on the performance of PT Vayata Senada Cemerlang?
4. What are the effects of competence, discipline and stress on the performance of PT Vayata Senada Cemerlang

Competency Theory
Competence as skills, skills, abilities (Serdamayanti; 2015: 126). The meaning of competence is the ability to include knowledge, attitudes & skills in carrying out tasks according to ability. (Marwansyah; 2016: 36).

Competence is a map of the capacity for the attributes of the work done, a collection of abilities, skills, maturity, effectiveness, efficiency and success in carrying out the responsibilities given. (Priansa; 2018:254).

According to Priansa (2018: 258), explains there are five types of competency characteristics:
1. Motive
2. Character
3. Self-concept
4. Knowledge
5. Skills.

Work Discipline Theory
Discipline is awareness and readiness to comply with written rules or social norms (Hasibuan; 2016: 193).

Discipline, namely the level of compliance & obedience to existing regulations and there are sanctions if the rules are violated. (Fahmi; 2017:75).

Discipline is a communication tool to employees so that they can change actions that are not good and realize it, must be willing to obey the rules that have been set. (Supomo; 2018:134) Discipline indicators according to Hasibuan (2016: 194), namely:
1. Purpose and ability,
2. Exemplary leadership,
3. Refund
4. Justice,
5. Waskat,
6. Penal sanctions,
7. Firmness leader
8. Human relations

Work Stress Theory
Stress is a human condition that cannot be handled by himself, the result will be disturbed by his psychology. People who are stressed will feel chronically nervous and worried. (Supomo; 2018: 145).

A situation in which a person has problems with confrontation between opportunities, obstacles/desired requests and uncertain and important results is the meaning of work stress (Sunyoto; 2016: 215).
Stress is a condition that suppresses a person's soul beyond the limits of his ability, so if left unchecked and there is no solution, the consequences will be on his health. (Fahmi; 2016:256).

The indicators set for measuring work stress according to Robin & Judge (2015) are:
1. Excessive workload
2. Lack of cooperation in the organizational structure
3. Interpersonal demands
4. Superior work standards that are difficult to meet
5. Role ambiguity

Employee Performance
Achievements obtained by an institution obtained within a certain period of time are called performance (Fahmi; 2016: 127).

Performance is the implementation that someone demands. Performance can be interpreted as an act that shows one's skills at work. (Kasmere; 2016:184).

Achievements / achievements related to the tasks assigned to him. Performance is seen as a result of work and competence. (Marwansyah; 2016: 264).

According to Wibowo (2014: 85), seven performance indicators include the following:
1. Purpose ,
2. Standard,
3. Feedback,
4. Tools or means
5. Competence.
6. Motives
7. Opportunity

Competence Influence Theory on Employee Performance
Competency is the basic character that someone has that influences or predicts good performance. (Serdamayanti; 2015:126).

Theory of the Effect of Discipline on Employee Performance
Discipline is the process used to deal with performance problems, involving managers in identifying and communicating about employee performance. (Sinambela; 2016:334).

Theory of the Effect of Stress on Employee Performance
Stress faced by employees from the existing environment and the influence on performance. , then superiors need to improve the quality of employees so that the stress experienced by employees will decrease. (Sunyoto; 2013:215).
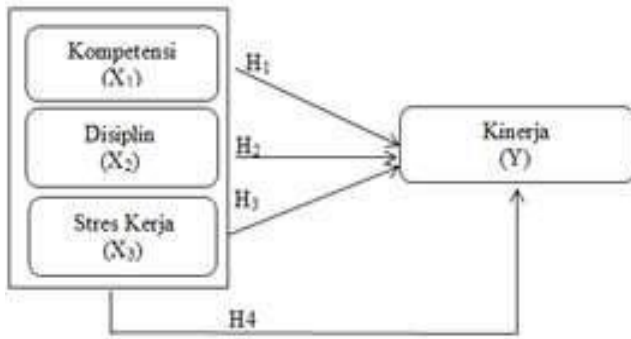
Conceptual Framework

Figure I.1 Conceptual Framework

Research Hypothesis

The meaning of the hypothesis is that the answer is only temporary to the existing problem and its truth will still be tested. The formulation of the problem that has been described, the hypothesis is only a temporary conclusion to determine the effect of the two independent variables on the dependent variable.

The conclusion of the hypothesis is:

H1: The effect of competence on performance at PT Vayata Senada Cemerlang is significant.
H2: The effect of discipline on performance at PT Vayata Senada Cemerlang is significant.
H3: The effect of stress on performance at PT Vayata Senada Cemerlang is significant.
H4: The effect of competence, discipline and stress on performance at PT Vayata Senada Cemerlang is significant.

2. RESEARCH METHODOLOGY

Place and time of research

PT Vayata Senada Cemrlang will be investigated at the address Jl Pandan No 91-93, Gg Buntu, Medan Timur District, Medan City, North Sumatra 20231. From April 2022 to January 2023 research time.

Research methods

Quantitative method is the method used in his research. The meaning of quantitative is a method based on positivism ideology used to examine populations or samples that are used randomly so that using research tools whose analysis is quantitative in nature aims at testing hypotheses (Sugiyono 2017: 14).

Descriptive and quantitative methods used for researchers. Descriptive statistics provide an overview of the object studied from the sample or population, not analyzed and conclusions (Sugiyono; 2017: 207). For quantitative statistics, data is made up of numbers or shortening (Sugiyono; 2012:23).

Explanatory research is research with the aim of conducting causality studies between variables that describe a particular phenomenon. Zulganef (2013:11),

Population and Research Sample

According to Sugiyono (2017: 117),, "the collection of all the studied employee members is called the population". The employee population of PT Vayata Senada Cemerlang is 35 employees.

The sample is a collection of several objects to be studied. Intake using saturated sampling. (Algifari 2015:5)
"Unsaturated sampling is a technique for determining a sample if all population employees are used as samples" (Sugiyono 2017: 118).

The total sample used was 35 employees of PT Vayata Senada Cemerlang and for the valid and reliability test there were 30 respondents taken from PT Artha Centra Bangun Perkasa on Jln Graha Metropolitan No 53.

Data collection technique

To carry out this research, data collection related to the problem under study was carried out by:

1. Interview, According to Sugiyono (2017: 194), "interviews are used as a data collection technique if the researcher wants to be able to see the problem and also so that he can find outmore about the respondents and the small number of respondents.
2. Questionnaire, According to Sugiyono (2017: 199), "the meaning of a questionnaire is a technique that is made by giving questions in writing for respondents to answer."
3. Documentation, According to Arikunto (2016: 274), "the method used in searching for data is in the form of notes, transcripts, newspapers, etc." This method is used by researchers to find company profile information, employees who will be used as research references.

Research Data Sources

According to Algifari (2015: 9), collecting data can be done in many ways, for example researchers come to an organization to do research. Through a questionnaire. And if the data is received either by the organization, either coming directly or through a questionnaire, then this is said to be primary data. While secondary data is data obtained through reports from an organization.

3. RESULTS AND DISCUSSION

Company Overview PT Vayata Senada Cemerlang

PT Vayata Senada Cemerlang is a building materials company located in Medan. Established since 2015 PT Vayata Senada Cemerlang was founded and has its address at Jalan Pandan no 91-93, gg Buntu, Kec, Medan Timur, Medan City, North Sumatra 20231. PT Vayata Senada Cemerlang carries good quality in order to provide appropriate consumer expectations in existing policies. Many of the products sold have many types with the right price and good quality.

The company's vision is a distributor of building materials with good quality and service so that customer satisfaction can be achieved. The company's goal is to implement good service to satisfy consumers and pay attention to product quality on a regular basis in order to produce good products.

Characteristics of Respondents

The percentage of employees in terms of age, gender and last education, which can be seen in the following table:

Table 1. Characteristics of Respondents by Age

Age	Number Employee	Percentage
20-30 Year	17	48.57%
30-40 Year	15	42.86%
> 41 Year	3	8.57%
Total	**35**	**100%**

Source: Research results, 2022 PT Vayata Senada Cemerlang (data processed)

Table 1 Respondents aged 20-30 were 17 people (48.57%), respondents aged 30-40 years were 15 people (42.86%), and respondents aged over 41 years were 3 people (8.57%). In the table above, most of the respondents are aged 20-30 years, because it is easier to make changes to the office work system and lift materials to be sold to consumers.

Table 2. Characteristics of Respondents Based on Gender

Gender	Total Employee	Percentage
Women	13	37,14%
Men	22	62,86%
Total	**35**	**100%**

Source: Research results, 2022 PT Vayata Senada Cemerlang (data processed)

Table 2. The results showed that 13 people (37.14%) were female and 22 people (62.86%) were male. Based on the table above, the majority of respondents are male in order to make it easier for them to work because they carry out operational activities related to lifting goods and delivering them to consumers.

Table 3. Characteristics of Respondents Based on Last Education

Education	Total Employee	Percentage
Senior High School	20	57,14%
Diploma	3	8,57%
Bachelor	12	34,29%
Total	**35**	**100%**

Source: Research results, 2022 PT Vayata Senada Cemerlang (data processed)

Table III.3., there were 20 people (57.14%) with high school education, there were 3 people (8.57%) with D-3 education level and 12 people (34.29%) with Bachelor education level. Based on the results that the majority of respondents have a high school education level.

Table 4. Characteristics of Respondents Based on Length of Work

Experience	Total Employee	Percentage
<1 Tahun	12	34,29%
1-3 Tahun	21	60,00%
>3 Tahun	2	5,71%
Total	**35**	**100%**

Source: Research results, 2022 PT Vayata Senada Cemerlang (data processed)

Table III.4. Respondents were 12 people (34.29%) who had worked for less than 1 year, 21 people (60.00%) worked for 1-3 years and 2 people (5.71%) who had worked for more than 4 years. The majority of respondents in this study are employees who have worked for 1-3 years.

Descriptive statistics

The following is a table of descriptive statistics, namely:

Table 5. Descriptive statistics

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
KOMPETENSI	35	15	37	23.77	5.776
DISIPLIN	35	11	33	20.40	4.394
STRES	35	13	29	17.97	3.706
KINERJA	35	15	33	24.23	3.964
Valid N (listwise)	35				

Source: Research results, 2022 PT Vayata Senada Cemerlang (data processed)

Table III.5, based on the table above, the competency with a sample of 35 respondents averaged 23.77, min 15 and max 37 and a standard deviation of 5.776.

The sample discipline variable of 35 respondents averaged 20.40, min 11 while the max was 33 and the standard deviation was 4.394.

Variable stress sample 35 respondents average 17.97, min 15.3 while the maximum is 29 and the standard deviation is 3.706. The sample performance variable of 35 respondents has an average of 24.23, min 15 and max 33 and a standard deviation of 3.964.
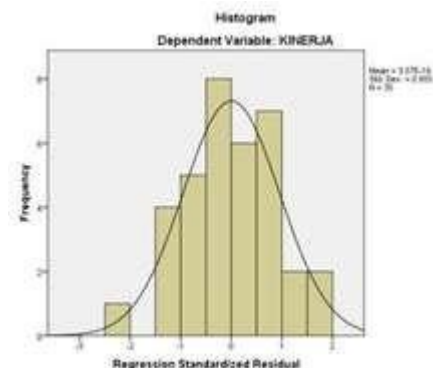
Normality test

Figure III.1. Histogram Graph Normality Test

Source: Research results, 2022 at PT Vayata Senada Cemerlang (data processed)

Figure III.1. the data has a symmetrical curve (u) which is also spread out, so you can see that the distribution is normal and the regression model meets the assumption of normality.
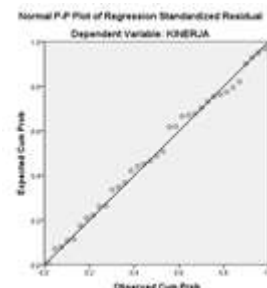

Figure III.2. P-P Plot Normality Test

Source: Research results, 2022 at PT Vayata Senada Cemerlang (data processed)

Figure III.2., the data spread on the diagonal is said to be a normal distribution.

Table III.6.
Kolmogorov Smirnov Normality Test

		Unstandardized Residual
N		35
Normal Parameters[a,b]	Mean	0E-7
	Std. Deviation	2.54201683
Most Extreme Differences	Absolute	.080
	Positive	.053
	Negative	-.080
Kolmogorov-Smirnov Z		.471
Asymp. Sig. (2-tailed)		.979

a. Test distribution is Normal.

b. Calculated from data.

Source: Research results, 2022 PT Vayata Senada Cemerlang (data processed)

Table III.6, sig value 0.979 > 0.05, the distribution is normal.

Multicollinearity Test

Table III.7.
Multicollinearity Test

Coefficients[a]

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	KOMPETENSI	.854	1.171
	DISIPLIN	.847	1.181
	STRES	.936	1.069

a. Dependent Variable: KINERJA

Source: Research results, 2022 PT Vayata Senada Cemerlang (data processed)

Table III.7. seen the tolerance value of the independent variable competence 0.854 > 0.10, discipline 0.847 > 1.10 and stress 0.936 > 0.10. The VIF value of the independent variable competence is 1.171 <10, discipline is 1.181 <10 and stress is 1.069 <10. The multicollinearity test does not show a correlation between the independent variables.
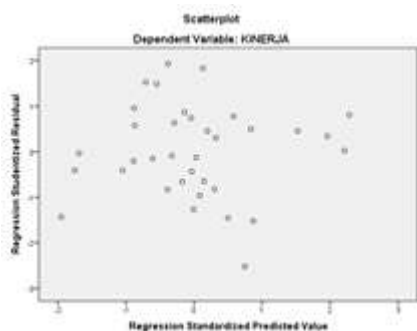
Heteroscedasticity Test

Figure III.3. Heteroscedasticity Test

Source: Research results, 2022 PT Vayata Senada Cemerlang (data processed)

Figure III.3., dots scattered up and down the number 0 on the Y axis are not tight, no regression, so there is no heteroscedasticity, sig value with independent variable > 0.05

Table III.8.
Glacier Test

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.518	2.181		1.613	.117
	KOMPETENSI	-.071	.049	-.274	-1.465	.153
	DISIPLIN	.052	.064	.151	.803	.428
	STRES	-.048	.072	-.117	-.657	.516

a. Dependent Variable: ABSUT

Source: Research results, 2022 PT Vayata Senada Cemerlang (data processed)

Table III.8. competency sig value 0.153 > 0.05, discipline 0.428 > 0.05 and stress 0.516 > 0.05, the conclusion is that there is no heteroscedasticity.

Research Model

Table III.9
Results of Multiple Linear Regression Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients
		B	Std. Error	Beta
1	(Constant)	19.259	3.831	
	KOMPETENSI	.223	.086	.326
	DISIPLIN	.339	.113	.376
	STRES	-.404	.127	-.377

a. Dependent Variable: KINERJA

Source: Research results, 2022 PT Vayata Senada Cemerlang (data processed)

$Y = 19.259 + 0.223X1 + 0.339X2 - 0.404X3$

multiple linear regression equation means as follows:
1. Constant 19.259, if competence is constant then employee performance is 19.259.
2. The competency regression coefficient is 0.223, a positive value, meaning that each competency increases by 1, the performance increases by 0.223.
3. The discipline regression coefficient is 0.339, a positive value, meaning that each discipline increases by 1, the employee's performance increases by 0.339.
4. The stress regression coefficient is -0.404 a negative value, so an increase in stress by 1 unit will result in a decrease in performance -0.404.

Hypothesis Determination Coefficient

Table III.10.
Determination Coefficient Test

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.767[a]	.589	.549	2.662

a. Predictors: (Constant), STRES, KOMPETENSI, DISIPLIN

b. Dependent Variable: KINERJA

Source: Research results, 2022 PT Vayata Senada Cemerlang (data processed)

Table III.10. 0.549 is the result of the coefficient of determination test which explains 54.9% of the dependent variable of employee performance which is explained by variations in the independent variables of competence, discipline and work stress and the remaining 45.1% (100% -54.9%) explains other variables not examined.

Simultaneous Hypothesis Testing (Test F)
The F test is used to find out whether there is a simultaneous effect between the independent and the independent

Table III.11
Simultaneous Test (Test F)

ANOVA[a]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	314.469	3	104.823	14.790	.000[b]
	Residual	219.703	31	7.087		
	Total	534.171	34			

a. Dependent Variable: KINERJA

b. Predictors: (Constant), STRES, KOMPETENSI, DISIPLIN

Source: Research results, 2022 PT Vayata Senada Cemerlang (data processed)

Table III.11., the value of Ftable sig 0.05 is 2.91 the results of SPSS calculations, namely Fcount (14.790) > Ftable (2.91) and probability sig 0.000 <0.05, Ha is accepted and Ho is rejected, namely competence, discipline and stress has a simultaneous and significant effect on the performance of employees of PT Vayata Senada Cemerlang.

Partial Hypothesis Testing (t test)
The following is the t test used to determine the significant effect between the independent and the dependent

Table III.12.
Partial Test (t test)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	19.259	3.831		5.027	.000
	KOMPETENSI	.223	.086	.328	2.612	.014
	DISIPLIN	.339	.113	.376	3.000	.005
	STRES	-.404	.127	-.377	-3.169	.003

a. Dependent Variable: KINERJA

Source: Research results,2022 PT Vayata Senada Cemerlang (data processed)

The ttable value for probability is 0.05, degrees of freedom (df) = 35-4=31 of 2.04. The results of the t test are described as follows:
1. Number of competency tests |2,612| sig value of 0.014. tcount > ttable or |2,612| > |2.04|, and sig <0.05, then H1 is said to be true that competence affects employee performance at PT Vayata Senada Cemerlang.
2. Number of disciplinary examinations |3,000| sig 0.005. tcount > ttable or |3,000| > |2.04|, and sig <0.05, then H2 is said to be true that discipline affects employee performance at PT Vayata Senada Cemerlang.
3. Work stress testing |-3,169| sig 0.003. tcount > ttable or |-3,169| > |2.04|, and sig <0.003 then H3 is said to be true that work stress affects employee performance at PT Vayata Senada Cemerlang.

The Effect of Competence on Employee Performance
Based on the research, there is an influence of competence over performance, which has a calculated value of tcount > ttable (|2.612|>|2.04|) a significant value of 0.014 <0.05, then H0 is rejected and Ha is accepted, so there is a significant and positive effect of competence on performance at PT Vayata Senada Cemerlang.

"Competency (competency) has characteristics that everyone has that can influence good performance" Sedarmayanti (2015: 126)

The former researcher "Hidayanti (2020) entitled The Influence of Work Stress, Competence and Work Discipline on Employee Performance at PT Ayin Dalet Bersama Medan. In conclusion, the effect of positive competency on employee performance.

The role for competence is important for performance, the position of the employee is not suitable resulting in employees not understanding the work that has been given, so they will find the job difficult to prepare. This will result in decreased performance. Therefore, companies must pay attention to the placement of employees in accordance with the abilities that employees have. Employee education can also help the company so that it can know its performance and make the company able to provide positions that fit with abilities and education.

The Effect of Discipline on Employee Performance
From the research above, it can be seen that there is an influence of discipline on performance. Discipline variable has tcount > ttable (|-3.169|>|-2.04|) sig value 0.005 <0.05, H0 is rejected and Ha is accepted, so discipline has a positive and significant effect on the performance of PT Vayata Senada Cemerlang.

"Discipline is a way to solve performance problems by involving companies to solve problems" Sinambela (2016: 334).

In previous research by Alfredo (2020), the Effect of Discipline Competence and Work Stress on Employee Performance at PT Himawan Putra Medan can be seen from the positive effect of discipline on performance.

The influence of discipline can reduce performance. Employees of PT Vayatsa Senada Cemerlang have poor discipline in work or attitude. Judging from the many absences, lateness and assignments not completed according to the specified time.

Effect of Stress on Employee Performance
The results of the study explain that there is an effect of stress on performance. The discipline variable has a calculated value of tcount > ttable (|-3.169| > |-2.04|) with sig 0.003 <0.05, then H0 is rejected and Ha is accepted. So the conclusion is that stress (X3) has a negative and significant effect on performance (Y) at PT Vayata Senada Cemerlang.

According to Sunyoto (2013: 215), the feeling of stress that employees feel is caused by environmental problems that can affect performance and job satisfaction. So it is necessary to improve the quality of the work environment and work stress will decrease.

Cindy's previous research (2020) entitled Effects of Work Stress, Communication and Work Environment on Employee Performance at PT Indo Prima Nusantara. The results of his research can be seen that work stress affects employee performance.

How to solve the problem by reducing the pressure on employees so there is no stress. In order to reduce stress, you have to be able to share instructions with employees so that

they work quickly, additional employees are also needed so they don't get tired and don't work too much.

4. CONCLUSIONS AND RECOMMENDATIONS

The conclusions from the results of this study are as follows:
1. The calculation results obtain tcount > ttable or |2.612| > ttable > |2.04| and sig 0.014 <0.05 means that Ha is accepted, Ho is rejected
2. The calculation results obtain tcount > ttable or |3,000| > ttable |2.04| and sig 0.005 <0.05 means that Ha is accepted, Ho is rejected
3. The calculation results obtain tcount > ttable or |-3,169| > ttable |-2.04| and a sig of 0.003 <0.05 Ha is accepted, Ho is rejected
4. Simultaneously Fcount (14.790) > Ftable (2.91) and sig probability 0.000 <0.05, that Ha is accepted, Ho is rejected. The Adjusted R Square value is 0.549, this means that 54.9% of the dependents are explained by the independent variables competence, discipline and stress while the remaining 45.1% (100% - 54.9%) describes variables that we did not examine.

The right advice for researchers is
1. For Prima Indonesia University
   His suggestion is to publish research results so that they can be used as role models for future researchers.
2. For PT Vayata Senada Cemerlang
   a. For competence, it must be better so that employees know their duties and responsibilities.
   b. Employee discipline must be improved, for those who are not disciplined, they must be given sanctions.
   c. For work stress, give employees time to prepare their duties and responsibilities.
3. For further researchers. Try to add variables and make research.

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