The effect of competence and discipline on employee performance at PT Lautan Belawan Jaya

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ABSTRACT
This research employs a quantitative descriptive approach. The sampling technique utilized non-probability total sampling, incorporating questionnaires, interviews, and observations with a population of 30 employees. Data analysis techniques include tests for validity, reliability, multicollinearity, normality, heteroscedasticity, t, F, multiple linear regression, and the coefficient of determination (R2). The results reveal that the coefficient of determination (Adjusted R Square) is 0.302, indicating that competence (X1) and discipline (X2) explain 30.2% of employee performance (Y), while the remaining 69.8% is influenced by other variables outside this research, such as work stress, work environment, and communication. Partial test results show that competency influences employee performance with a t-value of 3.253, which is greater than the t-table value of 1.99773, and a significance value of 0.000, which is less than 0.05. Discipline also influences employee performance with a t-value of 4.297, which is greater than the t-table value of 1.99773, and a significance value of 0.000, which is less than 0.05. The F-value of 15.259 is greater than the F-table value of 3.98, indicating that the competency (X1) and discipline (X2) variables simultaneously influence employee performance (Y) at PT Lautan Belawan Jaya.

1. INTRODUCTION

Human resources are the main component in an organization, serving as active planners and actors in every organizational activity. The main strength of an organization lies in its human resources, not in its systems, technology, procedures, or funding sources. Thus, the functioning of an organization depends on the ability of its human resources to manage the organization and achieve its goals. High-quality human resources result in high performance for the organization

n. PT Lautan Belawan Jaya, founded in 2013, is one of the companies in Belawan with experience in working on national projects, currently qualified to handle projects involving construction and the sale of building materials for buildings or houses. However, the company faces several human resource-related problems, particularly in competence and discipline.

Work competency is a variable that an employee must possess to effectively carry out their work, enabling them to meet predetermined targets. Work competency can be de-

fined as an individual's character that can be measured and determined to demonstrate certain behaviors and work performance. Therefore, work competency is a combination of traits that allow employees to perform appropriate work functions. It is related to the attitudes and behaviors that indicate whether a person's performance is good or bad. The second factor influencing employee performance is work discipline, which can impact employees' personal lives and, consequently, the company. Organizations need to monitor employees' actions and behaviors while working. If fraudulent acts occur that do not align with the rules, the company should impose appropriate punishments. Supervisors should be aware of and enforce company rules.

There are many factors that influence employee work performance in a company. However, this research focuses on PT Lautan Belawan Jaya in 2023, with work competency and work discipline as the independent variables and employee performance as the dependent variable. Based on the problem limitations, the research questions are formulated to investigate whether work competency and work discipline have a positive and significant effect on employee performance at PT Lautan Belawan Jaya, both individually and jointly.

The purpose of this research is to understand the influence of work competency and work discipline on employee performance at PT Lautan Belawan Jaya. By examining these factors, this study aims to provide valuable insights for improving employee performance. This research is expected to benefit various stakeholders. Theoretically, it serves as a reference for future researchers and highlights the importance of understanding factors that influence employee performance. Practically, it can offer insights to PT Lautan Belawan Jaya on improving employee performance through work competency and discipline. For the authors, this research serves as a training and development exercise in research and theory application. Additionally, it provides reference material and information for other students conducting related research, and the findings can guide further studies on the influence of competence and work discipline on employee performance.

2. RESEARCH METHODOLOGY

This research employs descriptive and quantitative methods to provide a detailed description of the object being studied, using a quantitative survey approach to collect numerical data and test hypotheses. As outlined by (Sekaran & Bougie, 2016), descriptive statis- tics describe the sample or population without drawing conclusions. The focus is on hypothesis testing to generalize the relationships between the proposed variables. The object of this research is the quality of human resources, competence, and discipline on employee performance at PT Lautan Belawan Jaya Medan, conducted at Jl Veteran No 178 Kel Belawan I Kec. Belawan Field from January 1, 2023, to March 31, 2024.

2.1. Data Collection

Data collection involves primary data through questionnaires and secondary data from organizational reports, as noted by Algifari (Ahmad et al., 2023; Fahlevi et al., 2023). The population comprises all 67 employees of PT Labuhan Belawan Jaya, with the sample using saturated sampling, ensuring that all employees are included (Maskuroh et al., 2023; Saunders et al., 2009). Non-probability sampling is employed, specifically total sampling, meaning all population members are used as samples (Romi et al., 2023; Yusuf et al., 2023).

Operational definitions, based on (Abbott, 2016), describe these variables' measurable characteristics. A questionnaire is used to gather data, containing statements related to employee performance, competency, and disci- pline at PT Labuhan Belawan Jaya. Data collection techniques include interviews for in-depth understanding and questionnaires for structured responses (Setyaningrum et al., 2023). Observations also complement these methods, capturing natural behaviors and phe- nomena.

2.2. Data Analysis

Data analysis involves several tests. Descriptive statistics provide an overview of variables, using frequency distribution tables and graphs (Panjaitan & Panjaitan, 2012). Data quality is assessed through validity tests, ensuring measurements are appropriate, and reliability tests using Cronbach's Alpha, with scores above 0.60 indicating reliability (Panjaitan, 2010; Panjaitan & Panjaitan, 2012). Classical assumption tests are conducted, including multicollinearity tests to check for similarities between independent variables, normality tests to ensure data distribution, and heteroscedasticity tests to detect variance differences over time (Burns & Burns, 2008). Multiple linear regres- sion analysis predicts future demand based on past data and examines the influence of independent variables on the dependent variable (Ghozali, 2018). Hypothesis test- ing evaluates the effects of competence and discipline on employee performance. The t-test assesses significant relationships between variables, while the F-test examines the combined influence of independent variables on the dependent variable (Siregar, 2014). The determination coefficient (R^2) measures how well the independent variables explain the dependent variable, though it may be biased by the number of variables in the model (Watto et al., 2023).

3. RESULT AND DISCUSSION

A questionnaire was used as a data collection technique, involving a set of written questions provided to respondents through a Google Form link. Respondents were asked to fill in each item and select the appropriate options.

3.1. General Description of Respondents

The characteristics of the employees based on age, gender, education, and length of work are presented in the tables below.

Table 1. Characteristics by Age

Age Group	Frequency	Percentage (%)
18-20 years	18	26.9%
21-25 years	12	17.9%
26-30 years	16	23.9%
31-35 years	12	17.9%
36-40 years	6	8.9%
41 years and above	3	4.5%
Total	67	100%

The largest group of respondents in this study were aged 18-20 years, indicating that most employees at PT Lautan Belawan Jaya belong to a younger age group.

Table 2. Characteristics by Gender

Gender	Frequency	Percentage (%)
Male	38	56.7%
Female	29	43.3%
Total	**67**	100%

The majority of respondents were male (56.7%), indicating a male-dominated work-force at PT Lautan Belawan Jaya.

Table 3. Characteristics by Education

Level of Education	Frequency	Percentage (%)
High School (SMA)	18	26.9%
Diploma (D1-D3)	21	31.3%
Bachelor's Degree (S1)	28	41.8%
Total	**67**	100%

The majority of respondents held a Bachelor's degree (41.8%), suggesting that PT Lautan Belawan Jaya employees generally have a good level of education.

Table 4. Characteristics by Length of Work

Years of Service	Frequency	Percentage (%)
Less than 1 year	16	23.9%
1-5 years	31	46.3%
6-14 years	18	26.9%
More than 15 years	2	3%
Total	**67**	100%

Most respondents had a working period of 1-5 years (46.3%), indicating a relatively stable workforce with moderate tenure at PT Lautan Belawan Jaya.

3.2. Descriptive Statistics Results

The table below presents the descriptive statistics for competency, discipline, and performance variables. The SPSS output provides the following values:

Table 5. Descriptive Statistics

Variable	N	Minimum	Maximum	Mean	Std. Deviation	Skewness	Kurtosis
Competency	67	9	40	20.00	6.587	0.293	0.578
Discipline	67	10	40	19.51	7.401	0.293	0.578
Performance	67	10	50	20.42	7.960	0.293	0.578

Source: Research results, 2023 (data processed)

The competency variable has a skewness value of 0.293 and a kurtosis value of 0.578, indicating it is normally distributed, as these values are close to zero. Similarly, the discipline variable also has a skewness value of 0.293 and a kurtosis value of 0.578, suggesting a normal distribution. The performance variable follows the same pattern, with a skewness value of 0.293 and a kurtosis value of 0.578, confirming its normal distribution.

3.3. Validity Test Results

The validity testing results for the variables in this study were first compared to the r-table value of 0.2404, using the formula df = N-2, where df = 67-2, resulting in 65.

Table 6. Validity of X1

No	Question Item	r_calculated	r_table	Sig. (2-tailed)	Sig. table	Description
Competency (X1)						Valid
X1,1	0.615	0.2404	0.000	0.05	Valid	
X1,2	0.603	0.2404	0.000	0.05	Valid	
X1,3	0.614	0.2404	0.000	0.05	Valid	
X1,4	0.663	0.2404	0.000	0.05	Valid	
X1,5	0.705	0.2404	0.000	0.05	Valid	
X1,6	0.606	0.2404	0.000	0.05	Valid	
X1,7	0.537	0.2404	0.000	0.05	Valid	
X1,8	0.893	0.2404	0.000	0.05	Valid	

Source: Research results, 2023 (data processed)

All competency-related items (X1,1 to X1,8) have r_calculated values greater than the r_table value of 0.2404, with significance (2-tailed) values less than 0.05, indicating that all items are valid.

Table 7. Validity of X2

No	Question Item	r_calculated	r_table	Sig. (2-tailed)	Sig. table	Description
Discipline (X2)						Valid
X2,1	0.541	0.2404	0.000	0.05	Valid	
X2,2	0.679	0.2404	0.000	0.05	Valid	
X2,3	0.658	0.2404	0.000	0.05	Valid	
X2,4	0.637	0.2404	0.000	0.05	Valid	
X2,5	0.644	0.2404	0.000	0.05	Valid	
X2,6	0.702	0.2404	0.000	0.05	Valid	
X2,7	0.638	0.2404	0.000	0.05	Valid	
X2,8	0.492	0.2404	0.000	0.05	Valid	

Source: Research results, 2023 (data processed)

All discipline-related items (X2,1 to X2,8) have r_calculated values greater than the r_table value of 0.2404, with significance (2-tailed) values less than 0.05, indicating that all items are valid.

Table 8. Validity of Y

No	Question Item	r_calculated	r_table	Sig. (2-tailed)	Sig. table	Description
Performance (Y)						Valid
Y1	0.596	0.2404	0.000	0.05	Valid	
Y2	0.605	0.2404	0.000	0.05	Valid	
Y3	0.616	0.2404	0.000	0.05	Valid	
Y4	0.645	0.2404	0.000	0.05	Valid	
Y5	0.655	0.2404	0.000	0.05	Valid	
Y6	0.666	0.2404	0.000	0.05	Valid	
Y7	0.609	0.2404	0.000	0.05	Valid	
Y8	0.697	0.2404	0.000	0.05	Valid	
Y9	0.634	0.2404	0.000	0.05	Valid	
Y10	0.714	0.2404	0.000	0.05	Valid	

Source: Research results, 2023 (data processed)

All performance-related items (Y1 to Y10) have r_calculated values greater than the r_table value of 0.2404, with significance (2-tailed) values less than 0.05, indicating that all items are valid.

3.4. Reliability Test Results

The results of reliability testing for the variables used in the research are presented in the table below. The Cronbach's Alpha values indicate the reliability of each variable.

Table 9. Reliability

Variable	Cronbach's Alpha	Number of Items	Description
Competency	0.826	8	Reliable (Cronbach's Alpha > 0.60)
Discipline	0.867	8	Reliable (Cronbach's Alpha > 0.60)
Performance	0.896	10	Reliable (Cronbach's Alpha > 0.60)

Source: Research results, 2023 (data processed)

The table indicates that all variables—competency, discipline, and performance—are reliable, with Cronbach's Alpha values well above the threshold of 0.60.

3.5. Normality Test Results

The normality test in this study is as follows:
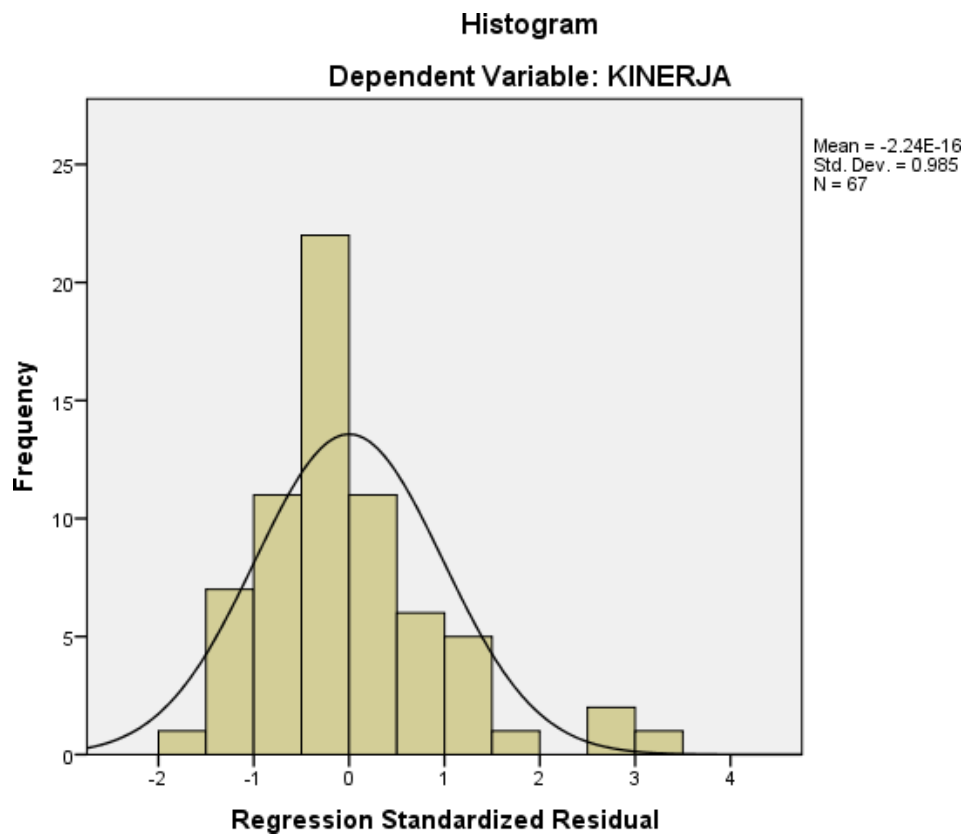
3.5.1. Normal curve histogram

Figure 1. Histogram Graph Normality Test

source: Research results, 2023 (data processed)

Figure 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.

3.5.2. P-Plot

that is, if the data spreads around the diagonal line and follows the direction of the diagonal line.
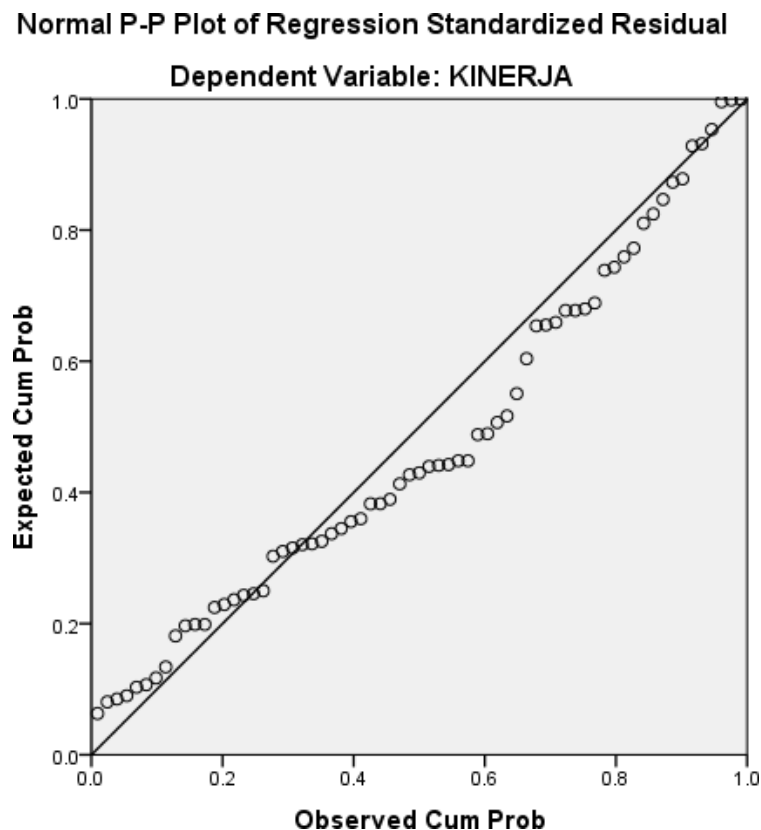

Figure 2. P-P Plot Normality Test

source: Research results, 2023 (data processed)
Figure 2, the data spread on the diagonal is said to be a normal distribution.

3.6. Partial Test Results (t Test)

The partial test (t-test) results, using the formula df=N-k-1 (where df=67-2-1, resulting in 64), were compared to the t-table value (0.05/2; 64) of 1.99773.
Source: Research results, 2023 (data processed)
The partial test results show that competency has a t-value of 3.253, which is greater than the t-table value of 1.99773, and a significance value of 0.000, indicating a positive and significant effect on performance. Similarly, discipline has a t-value of 4.297, which is greater than the t-table value, and a ssignificance value of 0.000, indicating a positive and significant effect on performance.

Table 10. Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	3.036	3.315			0.916
Competency	0.405	0.124	0.335	3.253	
Discipline	0.476	0.111	0.443	4.297	

3.7. *Simultaneous Hypothesis Testing (F Test)*

The F test results, using the formula df1=k-1 (where df1=2-1=1) and df2=N-k (where df2=67-2=65), were compared to the F-table value (0.05; 1; 65) of 3.98.

Table 11. ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	1350.376	2	675.188	15.259	0.000
Residual	2831.923	64	44.249		
Total	4182.299	66			

Source: Research results, 2023 (data processed)

The F test results indicate that the F-value is 15.259, which is greater than the F-table value of 3.98, and the significance value is 0.000, demonstrating that competency and discipline simultaneously influence employee performance.

3.8. *Hypothesis Determination Coefficient*

The determination coefficient results show the extent to which the independent variables explain the dependent variable.

Table 12. Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.568	0.323	0.302	6.652

Source: Research results, 2023 (data processed)

The Adjusted R Square value is 0.302, indicating that competency and discipline explain 30.2% of employee performance, with the remaining 69.8% influenced by other variables.

3.9. *Multiple Linear Regression Analysis Test Results*

The multiple linear regression equation obtained is:

$Y=3.036+0.405X1+0.476X2+\varepsilon Y = 3.036 + 0.405X1 + 0.476X2 + =3.036+0.405X1+0.476X2+\varepsilon$

The constant value of 3.036 indicates that if the values of competency (X1) and discipline (X2) are zero, employee performance (Y) will be 3.036. The competency coefficient (X1) of 0.405 indicates a positive relationship with employee performance. If competency increases by 1 unit, employee performance will increase by 0.405 units. The discipline coefficient (X2) of 0.476 indicates a positive relationship with employee performance. If discipline increases by 1 unit, employee performance will increase by 0.476 units. These results confirm that higher levels of competency and discipline positively and significantly influence employee performance at PT Lautan Belawan Jaya

3.10. Discussion

3.10.1. The Influence of Competency on Employee Performance at PT Lautan Belawan Jaya

The results of research conducted by researchers prove that there is an influence of competence on performance. The competency variable has a tcount of 3.253 and a ttable value of 1.99773, so the tcount>ttable value is (3.253 > 1.99773) with a significant value of 0.000 <0.05 so that the research results reject HO and accept Ha. Thus it can be concluded that the competency variable (X1) is one factors that influence performance (Y) at PT Lautan Belawan Jaya. Competence has an important role in employee performance at PT Lautan Belawan Jaya. Inappropriate placement of employees causes employees to be unable to under- stand the work that has been given, so that employees feel that the work given is too difficult and not easy to complete. This greatly influences the decline in employee performance. Therefore, PT Lautan Belawan Jaya pays attention to appropriate job placement for employees according to the employee's abilities and educational back- ground, which also really helps the company to find out how far the employee's abilities are and makes it easier for the company to place the right position or position. accord- ing to the abilities of each individual.

3.10.2. The Effect of Discipline on Employee Performance at PT Lautan Belawan Jaya

The results of research conducted by researchers prove that there is an influence of discipline on performance. The discipline variable has a tcount of 4.297 and a ttable value of 1.99773, so the tcount>ttable value is (4.297 > 1.99773) with a significant value of 0.000 <0.05 so that the research results reject HO and accept Ha, thus it can be concluded that the Discipline variable (X2) is wrong one factor that influences performance (Y) at PT Lautan Belawan Jaya. Discipline is a form of employee self-control and regular implementation and shows the level of seriousness of the work team in an organization. The implementation of discipline based on awareness and awareness of the creation of harmonious conditions must first be realized in harmony between employee obligations and rights. So it can be concluded that discipline is an attitude of loyalty and obedience of a person or group of people to rules, both written and unwritten, which are reflected in the form of behavior and actions.

4. Conclusions

This study concludes that the research variables collectively explain 30.2% of the variation in employee performance at PT Lautan Belawan Jaya, as indicated by the Adjusted R Square determination value. Competency and work discipline, when analyzed individually, both have positive and significant effects on employee performance. Simultaneously, competency and discipline significantly influence employee performance at PT Lautan Belawan Jaya. These findings suggest that improvements in both competency and discipline are crucial for enhancing employee performance.

Recommendations

To improve employee performance, it is essential to prioritize and enhance both competency and discipline. When these aspects are improved, employee performance

increases. Conversely, a decline in competency and discipline can lead to reduced performance, which may take time to recover. Company leaders should closely monitor factors affecting employee performance to make significant improvements. Future researchers are encouraged to replicate this study with updated data from PT Lautan Belawan Jaya and explore additional variables related to competency, such as aligning job positions with employees' educational backgrounds to facilitate better understanding and minimize errors.

Regarding work discipline, creating a comfortable and conducive work environment, avoiding excessive rules, providing fair rewards and punishments, offering regular training and refreshers, and implementing technology for employee supervision are recommended. To enhance employee performance, fulfilling employee rights, conducting regular performance assessments, rewarding high performers, issuing special warnings to problematic employees, motivating and providing constructive feedback, opening career paths, and organizing training sessions are suggested

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