

EFFECT OF COMPETENCE AND DISCIPLINE ON EMPLOYEE PERFORMANCE AT THE EDUCATION OFFICE

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Abstract: The purpose of this research is to analyze effect of competence and discipline on employee performance at the Education Office. This type of research is correlational research. The sampling technique in this study is the census method or sampling using saturated sampling method. The population in this study are employees at the Education Office in Medan City, totaling 62 people, thus the total population being the research sample is 62 people. In this research plan, a survey method will be used and a questionnaire instrument technique will be used. Data analysis using multiple linear regression analysis. The results of the study show that competence has a positive and significant effect on employee performance at the Education Office. Discipline has a positive and significant effect on employee performance at the Education Office.

INTRODUCTION

Civil Servants are positioned as elements of the state apparatus whose duty is to provide services to the community in a professional, honest, fair and equitable manner in carrying out state, government and development tasks for the community based on loyalty and obedience to Pancasila and the 1945 Constitution, well, it is necessary to develop employees directed at improving the quality of human resources so that they have attitudes and behaviors that are centered on dedication, honesty, responsibility, discipline, and authority so that they can provide services according to the demands of community development.

Civil Servants are required to have the ability and expertise in the form of skills and educational background or competence in translating the aspirations and needs of the community into service activities and programs obtain personnel who are skilled, intelligent, productive, creative, and innovative.

Efforts to realize clean government administration, including the implementation of public services, of course, require fundamental elements, including the professionalism of the actors and administrators of government and public services. Professionalism in the ability to provide good, fair and inclusive services, not just compatibility with the assignment.

Human resources have an important role for the organization because human resources as system managers, so that this system continues to run, of course in managing it must pay attention to important aspects such as discipline, work culture, organizational climate, education and training and the level of comfort at work so that employees can motivated to provide all capabilities in accordance with the needs of the organization. Human resources with good performance will eventually produce good employee performance.

Seeing how important the performance of employees in government agencies is in supporting the smooth work of these agencies, efforts must be made to improve employee performance. This is reinforced by Hariandja (2002) after human resources have been obtained, the government also needs to pay attention to the importance of development for employees such as training evenly in order to hone job skills according to their field of work.

In Setiawan and Kartika's research (2014) that employees who have high performance are characterized by several things, including employees being able to complete tasks properly and quickly, employees are willing to comply with regulations that apply in the company, employees are able to work in a predetermined time, employees can cooperate with other employees in completing work or a task determined by the company.

In an effort to achieve optimal work results, organizations must take various ways to obtain high quality human resources where an employee must have a strong organizational culture and the formation of a good and coordinated organizational culture, to support the performance of the employees of the organization. In order to realize a good performance, it is necessary to take into account a strong organizational culture towards professional service and being responsible for the greatest prosperity of the people.

One factor that influences performance is mental attitude (work discipline, work ethic, and work motivation). The mental attitude possessed by employees will have a major influence on their performance. Work discipline is one factor that can describe how the performance is produced by employees. Discipline is an important factor for every employee in fostering a sense of responsibility in carrying out every task and obligation that has been entrusted by the government to each of its employees.

Discipline is the behavior of an employee in accordance with the rules, existing work procedures or discipline is the attitude, behavior and actions that are in accordance with the rules of the organization both written and unwritten (Sutrisno, 2009). Discipline is the most important operative function of human resource management, because the better the employee discipline in an agency, the higher the work performance that can be achieved.

The purpose of this research is to analyze effect of competence and discipline on employee performance at the Education Office.

RESEARCH METHODS

This type of research is correlational research. Correlational research looks at the relationship between an element or elements with other elements or elements to produce new forms and forms that are different from the previous ones (Octiva et al., 2018; Pandiangan, 2018; Pandiangan, 2022).

The population is an area consisting of objects or subjects that have certain qualities and characteristics determined by the researcher to be studied and then drawn conclusions (Asyraini et al., 2022; Octiva, 2018; Pandiangan, 2015; Sudirman et al., 2023). The sampling technique in this study is the census method or sampling using saturated sampling method. Saturated sampling method is a sample that represents the total population, usually done if the population is considered small or less than 100 (Jibril et al., 2022; Pandiangan et al., 2018; Pandiangan, 2022). The population in this study are employees at the Education Office in Medan City, totaling 62 people, thus the total population being the research sample is 62 people.

In this research plan, a survey method will be used and a questionnaire instrument technique will be used. The questionnaire is a data collection technique that is carried out by giving a set of questions or written statements to the respondent to answer (Octiva et al., 2021; Pandiangan et al., 2021; Pandia et al., 2018).

Data analysis using multiple linear regression analysis. This analysis is used to determine how much influence the independent variables have on the dependent variable (Pandiangan et al., 2022; Tobing et al., 2018, Sutaguna et al., 2022).

RESULT

General Description

Prior to the issuance of Law Number 22 of 1999 the regional autonomy regulation concerning the regional government managing education was divided into two, namely, the first at the Education and Culture Office, the second was the Education Office. The Education Office is directly under the auspices of the Ministry of Education while the Education Office is included in the ranks of the Regional Government.

The Education Office in Medan City has the task of carrying out regional government affairs in the field of education and deconcentration authority and co-administration tasks given by the government. In order to carry out these tasks, the Education Office has the following functions:

1. Compilation of education programs and controls.
2. Formulation of technical policies in the field of education.
3. Implementation of regional authorities related to financing, curriculum, infrastructure, educators and education staff, as well as controlling the quality of education.
4. Implementation of licensing coordination in the education sector.
5. Implementation of public services in accordance with their authority.
6. Provision of facilitation for the implementation of district and city education.
7. Empowerment of resources and partners in the field of education.

8. Implementation of educational evaluation.
9. Implementation of administrative activities.
10. Implementation of other tasks given by the Governor in accordance with the duties and functions.

The development of education seeks to educate the community, for this reason the improvement of educational facilities and infrastructure is absolutely necessary to support the success of development in the field of education. In Medan City in 2020 there are 279 Raudhatul Athfal, 961 Elementary Schools or Madrasah Ibtidaiah, 476 Junior High Schools or Madrasah Sanawiah, 250 High Schools or Madrasah Aliyah, and 163 Vocational High Schools, and as many as 72 Universities, with the number of students each Raudhatul Athfal each with 15,743 people, Elementary School or Madrasah Aliyah 255,206 people, Junior High School or Sanawiah Madrasah with 132,354 people, High School or Madrasah Aliyah with 83,066 people, for Vocational High School with 58,129 people.

Multiple Linear Regression Analysis

Table 1. Multiple Linear Regression Analysis Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics		sig
	B	Std. Error	Beta	Tolerance	VIF	
1 (Constant)	15.221	1.954				
Competence	.196	.132	.251	.128	7.830	.001
Discipline	.503	.118	.666	.149	6.708	.001

a. Dependent Variable: Employee Performance

The results of the study show that competence has a positive and significant effect on employee performance at the Education Office. Discipline has a positive and significant effect on employee performance at the Education Office.

CONCLUSION

The results of the study show that competence has a positive and significant effect on employee performance at the Education Office. Discipline has a positive and significant effect on employee performance at the Education Office.

Based on the above conclusions, the suggestions for this research are:

1. The leadership of the Education Office in Medan City is advised to pay more attention to employee competence. This can be provided by motivating employees to be willing to deepen and expand their work capabilities. The more often someone does the same job, the more skilled and faster he gets the job done. The more kinds of work a person does, the richer and more extensive his work experience, and the possibility of increasing his work.

2.The Education Office in Medan City is advised to improve the delivery of information so that information can be obtained quickly and accurately, besides that it is necessary to use website-based informatics media and use social media more broadly and so that the delivery of information is faster, reliable and accurate for employees.

3.The Education Office in Medan City is advised to be able to maintain and improve the disciplinary pattern that has been implemented so far by enforcing regulations such as entry and return hours, also through providing financial compensation such as meal allowances and transportation allowances, supporting employees to get scholarships, to develop work knowledge and skills.

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