Global Scientific JOURNALS

The Effect of Competence on Employee Motivation and Performance at The DPRD Secretariat Office Konawe District

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ABSTRACT

This study aims to determine and analyze the effect of competence on employee motivation and performance at the Konawe Regency DPRD Secretariat Office. The population and sample in this study were all employees at the Secretariat of the DPRD Konawe Regency, amounting to 52 people. This study uses PLS analysis.

The results showed that: (1) Competence had a positive and significant effect on employee motivation at the Konawe Regency DPRD Secretariat office. The higher the competence, the higher the employee motivation. (2) Competence has a positive and significant effect on employee performance at the Konawe Regency DPRD Secretariat office. The higher the competence, the higher the employee's performance. (3) Motivation has a positive and significant effect on employee performance at the Konawe Regency DPRD Secretariat office. The higher the motivation, the higher the employee's performance. (4) Motivation can mediate the influence of competence on employee performance at the Konawe Regency DPRD Secretariat office. This means that motivation can be used as a mediating variable for the influence of competence on employee performance.

Introduction

Any organization, whether oriented to public services or profit-oriented, in which there is a human resource dimension, either as an employee or an employee, is highly expected so that in carrying out his work which is his main task and function, he can carry out his responsibilities by always showing optimal performance. By emphasizing the concept of performance for the individual, it will be able to provide direction and goals for the organization.

In looking at a problem related to how to improve performance, both what has been done and proven empirically from previous researchers, even factors that have not been included in the research, then one of the dimensions or factors that also influence performance is competence. This is in line with the opinion expressed by Wibowo (2013: 324) that competence is the level of skills, knowledge, and behavior possessed by an individual in carrying out the tasks assigned to him in the organization. The same thing is also explained by Robert A. Roe (2001:73) that competence can be described as the ability to carry out a task, role, or task, the ability to integrate knowledge, skills, personal attitudes, and values, and the ability to build knowledge. and skills based on experience and learning.

The problem faced by the government today is the limited quality of local government apparatus which is a phenomenon as well as the main problem faced in the administration of local government in Indonesia. Local governments as the spearhead of national development are required to

change their vision, mission, and strategies that are tailored to the needs of the community. (Liestyo-dono et al., 2008).

Through observations made by the author, this phenomenon also occurs in the Konawe Regency DPRD Secretariat office as one of the Regional Apparatus Organizations (OPD) whose task is to provide services to the community as well as providing services to DPRD members, where the Konawe Regency DPRD Secretariat office has not shown any good performance. This is marked by the lack of the role of the DPRD Secretariat office as an implementing element of Regional Government in the field of government so that the responsibility as one of the Regional Apparatus Organizations (OPD) entrusted with tasks and functions as an element of service delivery has not been carried out properly.

One of the obstacles faced by the Konawe Regency DPRD Secretariat office to provide excellent service both to the community and to DPRD members lies in the personnel factor or human resources that have not achieved optimal performance. This is influenced by several factors, one of which is competence. Where the competencies possessed by employees have not been able to meet the expectations of employees, so this greatly affects the performance and enthusiasm of employees to carry out the tasks they carry out properly.

The results of research by Sulistyaningsih (2009) that competence has a significant positive effect on employee performance. However, it is different from the results of research by Dhermawan, Bagus, and Mudiartha (2012) and research by Supiyanto (2015) which show that competence has no significant effect on employee performance. Olivia Theodora (2015) finds that partial motivation by using the existence indicator has no significant effect on performance while using relatedness and growth indicators partially gives a significant effect on performance. Rosmaini (2019) found that simultaneously competence, motivation, and job satisfaction had a significant effect on performance.

Literature Review
Competency Concept

Competence is a common thing to do to find out the ability of an individual. Competence itself is sometimes a reference used in an organization, be it a company organization or a government organization in terms of public services.

Robert A. Roe (2001:73) suggests that competence can be described as the ability to carry out a task, role, or task, the ability to integrate knowledge, skills, attitudes, and personal values, and the ability to build knowledge and skills that are based on experience and learning.

Stephen Robbin (2007:38) suggests that competence is the ability (ability) or a person's capacity to do various tasks in a job, where this ability is determined by two factors, namely intellectual ability and physical ability. Sedarmayanti (2008:126) also suggests that competence is a fundamental characteristic of a person that has a direct effect on performance or can predict excellent performance. Salwa, et.al (2018) that good employee competence is very important for the survival of an organization, the higher the level of competence of an employee, the ability to complete work will be better.

Motivation Concept

Afandi (2018:23) motivation is a desire that arises from within a person or individual because he is inspired, encouraged, and driven to carry out activities with sincerity, pleasure, and sincerity so that the results of the activities carried out get good and quality results. Sutrisno (2011:109) motivation is a factor that encourages someone to do a certain activity, therefore motivation is often interpreted as a factor driving a person's behavior.

Furthermore, according to Effendi quoted by Manullang (2012: 193), it is argued that motivation is an activity to encourage someone or oneself to take the desired action. So motivation means to arouse someone or oneself to do something to achieve satisfaction and purpose. The notion of motivation as stated by Sutrisno (2011: 110) is the giving or arising of a motive or it can also be interpreted as a thing or state of being a motive. So, motivation is something that causes enthusiasm or encouragement to work.

Performance Concept

Performance is the result of activities, where the selection of measures for performance appraisal depends on the organizational unit being assessed and the goals achieved. The objectives that have been set previously in the strategy formulation as part of the strategic management process (related to profit, marketing audits, and cost reduction) should be used to measure the company's performance when the strategy is implemented.

According to Silalahi (2004:176), performance is an expression of skill, skill, and expertise intervention in the context of increased productivity that can be measured and assessed. This intervention is intended to improve a person's skills, abilities, and expertise.

Nawawi (2001:235), uses the term performance as a work. The term work is meant to be the result of the implementation of work, both physical/material and non-physical/non-material. Each worker in carrying out his duties as contained in the job/position description needs to be assessed for the results after a certain grace period. The business is a human resource management activity related to other activities. Ahmad S. Ruki (2007:12) suggests that performance is (l) a person's success in carrying out a task, (2) something that can be done by the duties and functions, (3) work performance that shows one's work productivity.

Conceptual Framework and Hypotheses
Conceptual Framework

Based on theoretical studies and empirical studies that underlie this research, it is outlined in a conceptual framework that the performance of the Konawe Regency DPRD Secretariat office employees is influenced by the competency dimension and motivation dimension, where the competency dimension is observed from the indicators: knowledge, skills, attitude (attitude) and value (value). The motivation dimension is observed from the indicators: remuneration, working conditions, work facilities, work performance, recognition from superiors, and the work itself. Meanwhile, the performance dimensions were observed from indicators: quantity, quality, timeliness, cost, service orientation, commitment, work initiative, cooperation, and leadership.

Schematic 1. Research Conceptual Framework

Research Hypothesis

Based on the hypothetical model in Scheme 3.1 and referring to theoretical studies and empirical studies, it is possible to formulate a hypothesis formulation in this study as follows:

1. Competence has a positive and significant effect on employee motivation at the Konawe Regency DPRD Secretariat office.
2. Competence has a positive and significant effect on employee performance at the Konawe Regency DPRD Secretariat office.
3. Motivation has a positive and significant effect on employee performance at the Konawe Regency DPRD Secretariat office.
4. Motivation can mediate the influence of competence on employee performance at the Konawe Regency DPRD Secretariat office.

Research Methods

Research Design

The design of this research is an explanatory survey. The choice of this design is because it is by the research objectives, namely to explain why a phenomenon occurs and to predict future events in the context of the variables studied. Explanatory research is explanatory and aims to test a theory or hypothesis to strengthen or even reject the existing theory or hypothesis of research results. This research is mainly concerned with the causal factors or why some phenomena occur. It does not involve comparison and change factors (Trivedi and Shuka, 1998:142).

Research Population and Respondents

The population is a generalization area consisting of objects/subjects that have the qualities and characteristics that the researcher wants to determine to study and then draw conclusions (Sugiono, 2015: 90). Meanwhile, according to Arikunto (2002:108), the population is the entire research subject. The population of this research is the employees in the Konawe Regency DPRD Secretariat office, totaling 52 people and not involving the leadership element. Given the small number of populations, the researchers took a total sampling technique by taking the entire population to be sampled.

Data Collection Procedure

Data collection techniques used in this study are:

   a. Study of literature or literature and documentation, namely collecting data through written sources related to the focus of the problem being studied, both theoretical studies and document studies that exist on the object or research subject.
   b. Field studies, namely data collection techniques using questionnaires or lists of questions and statements to respondents to obtain the information needed in the form of perceptions of the variables Competence (X), Motivation (Y1), and Performance (Y2).
   c. Interviews were conducted by a direct question and answer with respondents in the hope of obtaining additional information for the completeness of the data obtained through questionnaires, so that valid information can be obtained for this study.

Data Analysis Method

Partial Least Square (PLS) Analysis

Partial least square (PLS) is a more appropriate approach for prediction purposes. PLS was first developed by Herman Wold, he was an employee of Karl Joreskog (who developed AMOS). This model was developed as an alternative for situations where the theory is weak or the available indicators do not meet the reflexive measurement model. PLS is a powerful analytical method because it can be applied to all data scales, does not require many assumptions and the sample size does not have to be large. PLS besides being able to be used as a confirmation of theory can also be used to recommend existing relationships or not and also propose further testing propositions.

Research Result

Partial Least Square (PLS) Analysis Results

The data analysis method in this study uses the Partial Least Square (PLS) analysis technique with the Smart PLS Program. The results of the PLS analysis can be done by evaluating the structural equation model. In this study, there are two basic evaluations in PLS analysis, namely: First, the evaluation of the measurement model (outer model) to determine the validity and reliability of indicators measuring latent variables; The criteria for testing the validity and reliability of the instrument in this study refer to discriminant validity, convergent validity, and composite reliability.

Discriminant Validity

The discriminant validity test in this study uses the value of cross loading and the square root of average (AVE) to check whether the research instrument is valid in explaining or reflecting latent variables. Discriminant validity by using the square root of average variance extracted ($\sqrt{AVE}$). If the value of the square root of average variance extracted ($\sqrt{AVE}$) of each variable is greater than the AVE value and the correlation between the latent variable and other latent variables, then the instrument variable is said to be a valid discriminant. The results of the calculation of the value of the square root of average variance extracted ($\sqrt{AVE}$) are presented in Table 5.10. the following.

Table 1. Value of AVE, √AVE, and Correlation between Latent Variables

Research variable	AVE	√AVE	Correlation		
			Competence	Motivation	Employee Performance
Competence (X)	0,854	0,924	1,000		
Motivation (Y₁)	0,853	0,923	0,963	1,000	
Employee Performance (Y₂)	0,809	0,899	0,959	0,973	1,000

Source: Primary Data processed in 2021

The test results are in Table 5.10. shows the value of the square root of average variance extracted (√AVE) of all research variables is greater than the correlation between latent variables and other latent variables so that the instrument of each variable is said to be a valid discriminant. In addition, the AVE root value of the competency, motivation, and employee performance variables is greater than the correlation of the relevant latent variable with other latent variables and is still above 0.70 (tolerance limit). This means that the variable constructs of competence, motivation, and employee performance have good discriminant validity. Thus the research instrument used to measure all latent variables or constructs in this study met the criteria for discriminant validity.

Discriminant validity by using the cross loading value. If the cross-loading value of each indicator of the latent variable is greater than the cross-loading of other variables, then the indicator is said to be valid. The results of the PLS program with the value of Cross-Loading in this study are presented in Table 2. the following.

Table 2. Cross Loading Calculation Results

Symbol	X (Competence)	Y1 (Motivation)	Y2 (Employee Performance)
X1.1	0,942204	0,917631	0,925421
X1.2	0,949332	0,914656	0,911207
X1.3	0,910969	0,869888	0,882294
X1.4	0,893231	0,856173	0,826247
Y1.1	0,906479	0,938393	0,917735
Y1.2	0,850466	0,861118	0,832506
Y1.3	0,907186	0,927271	0,913543
Y1.4	0,872431	0,940768	0,915693
Y1.5	0,917888	0,926297	0,899622
Y1.6	0,881345	0,946243	0,911430
Y2.1	0,895050	0,917641	0,931516
Y2.2	0,870651	0,856996	0,841321
Y2.3	0,885035	0,910695	0,925028
Y2.4	0,787425	0,818254	0,873015
Y2.5	0,931589	0,921969	0,932356
Y2.6	0,807144	0,827449	0,879522
Y2.7	0,887699	0,906898	0,926701
Y2.8	0,781795	0,801887	0,854360
Y2.9	0,909883	0,904691	0,928334

Source: Primary Data processed in 2021

Based on Table 2 above, it can be seen that the overall value of the cross-loading indicator of the competency, motivation, and employee performance variables is above the cross-loading value of the other latent variables so that the research instrument is said to be discriminantly valid.

Composite Reliability

Composite reliability tests the reliability value between the indicators of the constructs that make it up. The results of composite reliability are said to be good if the value is above 0.70. The results of testing the composite reliability of the measurement model in this study can be presented in Table 3.

Table 3. Instrument Measurement Model Reliability Test Results

Variable	Construk Reliability	Result
Competence (X)	0,959	Reliable
Motivation (Y_1)	0,972	Reliable
Employee Performance (Y_2)	0,974	Reliable

Source: Primary Data processed in 2021

The test results in Table 3 the composite reliability value of the competence, motivation, and employee performance variables shows that the three latent variables analyzed have good composite reliability because their values are greater than 0.70. It can be concluded that all instruments used in this study have met the criteria or are suitable for use in measuring the overall latent variables, namely: competence, motivation, and employee performance because they have high suitability and reliability. Based on the results of the evaluation of the convergent and discriminant validity of the indicators and construct reliability for the indicators, it can be concluded that the indicators as a measure of the latent variable are valid and reliable gauges, respectively. Thus, the goodness of fit model can then be known by evaluating the inner model.

Evaluation of Goodness of Fit Model

The structural model is evaluated by considering the Q2 predictive relevance model which measures how well the observed values are generated by the model. Q2 is based on the coefficient of determination of all endogenous variables. The magnitude of Q2 with a range of $0 < Q2 < 1$, the closer the value to 1 means the better the model. The coefficient of determination (R2) of the two endogenous variables is presented in Table 4.

Table 4. Goodness of Fit Test Results

Structural Model	Endogenous Variables	R-Square
1	Motivation (Y_1)	0,927
2	Employee Performance (Y_2)	0,954

Source: Primary Data processed in 2021

Based on the value of the coefficient of determination (R2) which is presented in table 4. above it can be seen the value of Q2 with the following calculation:

$$Q^2 = 1 - (1 - R1^2) (1 - R2^2)$$
$$= 1 - \{ (1 - 0.9272) (1 - 0.9542) \}$$
$$= 1 - \{ (0.140) (0.089) \}$$
$$= 0.987$$

Based on the results of the calculation of the perception data, it is known that the predictive-relevance value (Q^2) = 0.987 or 98.7%. This means that the accuracy or accuracy of this research model can explain the diversity of variables of competence, motivation, and employee performance of 98.7%. The remaining 1.3% is explained by other variables not included in this research model. In the end, the model can be used for hypothesis testing. That is, the Q^2 value obtained can be said to be a model that is formed and has good model accuracy or accuracy because the value is above 60%.

Structural Model Testing and Research Hypotheses

The structural model (inner model) is evaluated by looking at the value of the path parameter coefficient of the relationship between the latent variables. Structural model testing (inner model) was carried out after the relationship model built in this research was by the observed data and the overall model suitability (goodness-of-fit model). The purpose of testing the structural relationship model is to determine the relationship between latent variables designed in this study.

Path Coefficient Testing And Hypothesis Testing

Testing the hypothesis and the path coefficient of direct influence between the variables of competence, motivation, and employee performance. The results of testing the influence between variables can be seen from the path coefficient values and the critical point (t-statistics) presented in the path diagram in Scheme 2.

Schematic 2. Path Coefficient Diagram and Hypothesis Testing
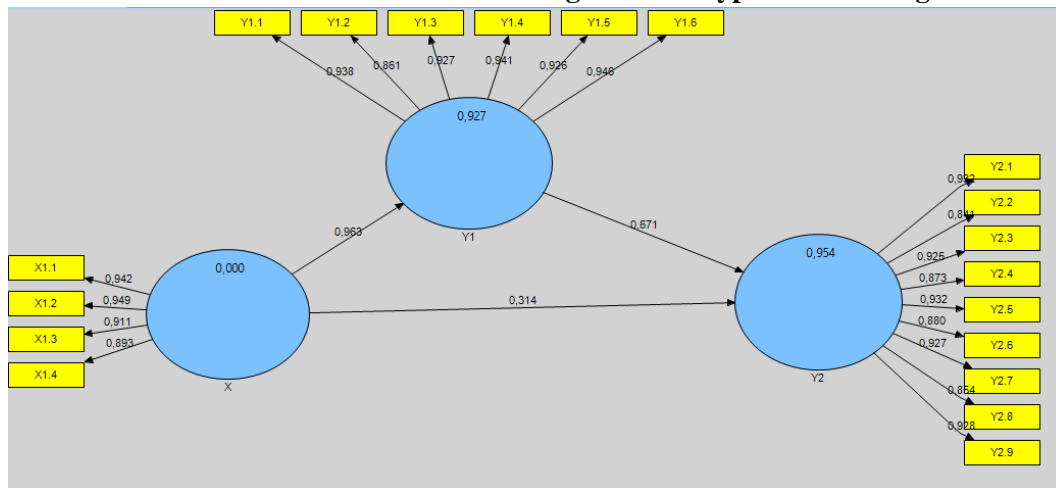
Source: Primary Data processed in 2021

Test results in Scheme 2 and table 5. obtained from the three direct effects tested, all of which have a positive and significant effect, namely: (1) competence has a positive and significant effect on motivation, (2) competence has a positive and significant effect on employee performance, (3) motivation has a positive and significant effect on employee performance. Completely can be presented in Table 5.

Table 5. Path Coefficient and Hypothesis Testing

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	Standard Error (STERR)	T Statistics (|O/STERR|)
X -> Y1	0,963018	0,961305	0,010965	0,010965	87,822716
X -> Y2	0,313656	0,313729	0,072874	0,072874	4,304053
Y1 -> Y2	0,67105	0,670627	0,071859	0,071859	9,33849

Source: Primary Data processed in 2021

Based on the results of the data analysis in Table 5 above, the direct influence path coefficient testing and research hypotheses aim to answer whether the proposed hypothesis can be accepted or rejected.

H1: The Effect of Competence on Motivation

The results of testing the influence of competence on motivation can be proven by the estimated value of the perception data path coefficient of 0.963 with a positive direction. This means that the path coefficient is positive and has a significant effect.

H2: The Effect of Competence on Employee Performance

The results of testing the influence of competence on employee performance can be proven by the estimated value of the perception data path coefficient of 0.313 with a positive direction. This means that the path coefficient is positive and has a significant effect

H3: The Effect of Motivation on Employee Performance

The results of testing the influence of motivation on employee performance can be proven by the estimated value of the perception data path coefficient of 0.671 with a positive direction. This means that the path coefficient is positive. Based on table 5.14 above, the third hypothesis in this study is the effect of motivation on employee performance.

Indirect Effect Path Coefficient Test (Mediation)

Testing the indirect effect (mediation) aims to detect the position of the intervening variable (mediation) in the model. Mediation testing was carried out to determine the nature of the relationship between variables, either as a complete mediation variable, partial mediation, and not a mediating variable.

H4: Motivation Can Mediate the Effect of Competence on Employee Performance

The results of the path diagram analysis show that competence has a direct effect on motivation with a value of 0.963 in a positive direction. The following is the calculation of the indirect effect using the Sobel test formula (Solimun, 2012) as follows:

$$Z\text{-Value} = \frac{ab}{\sqrt{b^2 Sa^2 + a^2 Sb^2}}$$

Based on the Sobel formula, the indirect effect (mediation) test can be carried out using the Sobel Online Test application on the http://quantpsy.org/sobel site and then input values based on the Partial Least Square output in the Boostraping Inner Weight Appendix. The inputted data are:

a is the competency path coefficient (X1) on employee performance (Y2).
b is the path coefficient of the mediator variable (motivation) on employee performance (Y2).
Sa is the standard error of the path coefficient a.
Sb is the standard error of the path coefficient b

Based on the results of the online Sobel test calculations in Appendix 5, this study obtained the results of the t-statistic (t count) with a value of 3.949 > from t-critical 1.96. While the probability value (p-value) obtained a value of 0.0000 < (a) 0.05. Based on the results of this analysis, it can be explained that motivation can mediate the influence of competence on employee performance at the Konawe Regency DPRD Secretariat office.

Discussion

The Effect of Competence on Motivation

The results of testing the influence of competence on motivation can be proven by the estimated value of the perception data path coefficient of 0.963 with a positive direction. This means that the path coefficient is positive and has a significant effect. So it can be concluded that competence has a positive and significant influence on employee motivation at the Konawe Regency DPRD Secretariat office. This can also be interpreted that there is a unidirectional relationship when competence increases it will also be followed by an increase in employee motivation at the Konawe Regency DPRD Secretariat office.

The results of this study are in line with the opinion expressed by Wibowo (2007) which states that competence is always based on skills and knowledge and is supported by the work attitude required in the job. Competence is a combination of knowledge, skills, attitudes, and values that must be possessed by employees in carrying out their duties and responsibilities as elements of public services. Therefore, with good individual competence, it is expected that a person's work motivation can increase even better in carrying out his work.

The results of this study are also in line with the opinion expressed by Sedarmayanti (2008:126) which also suggests that competence is a fundamental characteristic possessed by a person that has a direct effect on performance or can predict excellent performance. Salwa, et.al (2018) that good employee competence is very important for the survival of an organization, the higher the level of competence of an employee, the motivation to complete work will be better.

The Effect of Competence on Employee Performance

The results of testing the influence of competence on employee performance can be proven by the estimated value of the perception data path coefficient of 0.313 with a positive direction. This means that the path coefficient is positive and has a significant effect. So it can be concluded that competence has a positive and significant influence on employee performance.

It can be interpreted that there is a unidirectional relationship between competence and employee performance at the Konawe Regency DPRD Secretariat office, meaning that if competence increases, employee performance will also increase.

The results of this study are in line with the opinion expressed by Setyowati in Fitriana (2019) which states that the competencies possessed by individual employees must be able to support and encourage the achievement of organizational goals through support for implementing organizational strategies and be able to contribute and support any changes made by management. In other words, individual work competencies can support the teamwork system developed within the organization. Competence always contains goals and objectives, which are motivational impulses that cause an action to obtain a result, namely employee performance.

Competence is several key behaviors needed to carry out a role in producing satisfactory employee performance. This behavior is usually required consistently by employees who carry out work activities. Competency-based human resource development is carried out to provide appropriate

results based on the goals and objectives of the organization with established performance standards. Competence concerns the desire and authority of each employee to carry out their duties and make decisions by their roles and responsibilities within the organization that are relevant to their expertise, knowledge, and abilities.

The Effect of Motivation on Employee Performance

The results of testing the effect of motivation on employee performance can be proven by the estimated value of the perception data path coefficient of 0.671 with a positive direction. This means that the path coefficient is positive. So it can be concluded that motivation has a positive and significant influence on employee performance.
individual and organizational performance.

The results of this study are in line with the opinion expressed by Suharto and Cahyono in Hayun (2018) which states that there is one factor that affects performance, namely the motivation factor, where motivation is a condition that moves a person to try to achieve goals or achieve desired results. Rivai in Asrih (2017) shows that the stronger the work motivation, the higher the employee's performance. This means that every increase in employee motivation will provide a very significant increase for improving employee performance in carrying out their work.

The results of this study are supported by the theory put forward by Mangkunegara in Yurizal, (2017) suggesting that motive is defined as a tendency to do activities, starting with inner urges and ending with self-adjustment. Furthermore, the theory put forward by Stanton in Yurizal (2017) defines that motive is a stimulated need that is oriented to individual goals in achieving satisfaction. This shows that motivation is one of the factors that can improve employee performance, motivation also influences employee work behavior as evidenced by increased morale.

The Influence of Competence on Employee Performance Mediated by Motivation

Based on the results of the online Sobel test calculation, the results of the t-statistic (t count) with a value of 3.949 > from t-critical 1.96. While the probability value (p-value) obtained a value of 0.0000 < (a) 0.05. Based on the results of this analysis, it can be explained that motivation can mediate the influence of competence on employee performance at the Konawe Regency DPRD Secretariat. This also indicates that competence through motivation influences employee performance at the Konawe Regency DPRD Secretariat office. This means that competence will increase motivation so that it has an impact on increasing employee performance.

The results of this study are in line with the opinion expressed by Roe (2001) which states that competence can be described as the ability to carry out a task, role, or task, the ability to integrate knowledge, skills, attitudes, and personal values, and the ability to build knowledge and skills based on experience and learning. The results of this study are also in line with the opinion expressed by Robbins (2007:38) which states that competence is the ability or capacity of a person to do various tasks in a job, where this ability is determined by two factors, namely intellectual ability and physical ability.

Research Limitations

The limitations in this study are:
1. This study did not conduct a study of the same relationship to similar institutions or other organizations in Southeast Sulawesi, especially at the Konawe Regency DPRD Secretariat office. Therefore, the results of this study cannot be generalized to similar institutions or other organizations.
2. The population in this study only focused on the Konawe Regency DPRD Secretariat office so it cannot be generalized to all DPRD Secretariat offices in Southeast Sulawesi.
3. This study also does not involve and analyze the perception of Temporary Daily Employees (PHTT)/honorary because the respondents of this study only focused on State Civil Apparatus.

Conclusions and Suggestions
Conclusion

Based on the research findings, problem formulation, research objectives, research hypotheses, results of data analysis, and discussion of research results, the conclusions of this study can be stated as follows:
1. Competence has a positive and significant effect on employee motivation at the Konawe Regency DPRD Secretariat.

2. Competence has a positive and significant effect on employee performance at the Konawe Regency DPRD Secretariat.

3. Motivation has a positive and significant effect on employee performance at the Konawe Regency DPRD Secretariat.

4. Motivation can mediate the influence of competence on employee performance at the Konawe Regency DPRD Secretariat.

Suggestion

Based on the results of data analysis, discussion, and conclusions of this study, suggestions that can be put forward are:

1. Management of the Konawe Regency DPRD Secretariat office to continue to improve the competence of employees by always upholding the norms that exist in the office, besides that employees must have confidence that working together will produce maximum value, and employees feel happy if something is given to be useful for colleagues at work.

2. Management of the Konawe Regency DPRD Secretariat office to increase motivation by paying attention to working conditions by providing a comfortable and supportive work atmosphere, besides that employees can enjoy work so they don't feel burdened, then every employee also has discipline in all things.

3. Management of the Konawe Regency DPRD Secretariat office to continue to improve performance by providing work volumes according to the ability of employees, in addition to providing tasks and work by the given volume, and employees still have high work productivity so that in achieving good performance overall performance individuals and the performance of the DPRD Secretariat office can be achieved optimally.

4. Further researchers are expected to be able to utilize and develop the results of this study by using different variables or indicators used in each variable that can be a stimulant in improving performance.

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