The Influence Of Motivation, Competence And Training On The Performance Of Employees At Pt Penascop Maritime Of Indonesia In East Waringin City Regency

M. Thamrin Noor

Sekolah Tinggi Ilmu Ekonomi (STIE) Sampit, Indonesia
*Corresponding Author:
Email: thamrinnoorspt@gmail.com

Abstract

The title of this research is the Influence of Motivation and Competence of Training on Employee Performance at PT. Penascop Maritime of Indonesia in East Kotawaringin Regency. This research using the Slovin Formula with the techniques Probability Sampling; Simple Random Sampling with a population of 90 people and a sample of 73 people. And the data in the test by using descriptive analysis, multiple linear regression analysis, correlation coefficient analysis, and the analysis of the coefficient of determination. The results of t-test for the variable of Motivation (X1) that tcount>ttable (2,866 > 1,99495) and the level of sig of 0.006 < 0.05, the Variable Competence (X2) with the value of tcount<ttable (0,498 < 1,99495) with the level of sig 0,498 > 0.05 and Variable Training (X3) with a value of tcount<ttable (0,228 < 1,99495) with the level of sig 0,228 > 0,05 Based on test-f (simultaneous) shows that the influence together of all the independent Variables of motivation (X1), competence (X2) and training (X3) to the variable depanden the employee's performance (Y) showed significant results. It is shown from the Value of fcount>ftable (63,841 > 3,13) with a significant level of 0,000 < 0,05. The results of the analysis of the correlation coefficient ®of 0,857 means the relationship between the variables of motivation, competence and training on employee performance or R-Square (R2) with a magnitude of R Square 0,735 or of 73.5% means that the variables of motivation, competence and training affect the performance of employees of 73.5%. While the rest of 26.5% for the variable employee performance is influenced by other variables such as leadership style, work load and so forth. Based on the test results of the multiple linear regression equation was obtained: Y = 2,135 + 0,280 (X1) + 0,173 (X2) + 0,416 (X3), meaning that the score / constant value (a) shows if there is no increase in the variables of motivation, competence and training, the value of the performance of the employees is $ 2,135 and any addition of a score/the value of the variable motivation give rise equal to 0.280 on the performance of employees with terms X2 fixed, as well as any addition of a score/the value of the variable competence to give rise to the same by 0,173 on the performance of employees with terms of X1 fixed, and if any addition of a score/the value of variable training gives the same increase of 0,416 on the performance of employees with terms X3 fixed.

Keywords: *Motivation, Competence, Training and Employee Performance.*

I. INTRODUCTION

Human resources have a major role in any activity, including in the implementation of activities in an organization, government or public service. To generate the implementation of good governance especially in the era of regional autonomy as now , required the support of human resources to the maximum. Without the support of adequate human resources, activities in a government agencies will not run properly.

Every organization formed to achieve a specific goal, and measure the success of an organization is when the goal or target in the desired achieved. For government organizations reject criterion is the achievement of performance in carrying out the service to the community. According to mangkuprawira and hubeis (2007), he defines the performance of employees as a result of the process of the work planned in accordance with the time and place based on the employees and the organization concerned.

The performance of good governance requires not only a good policy. But it also requires a system and processes when implementing the policy. The role of a leader in providing motivation to the employees is

also very important in supporting the performance of employees. According to winardi (2007), motivation is derived from the word motivation means "to move" motivation is the result of a number of processes that are internal or external to an individual, which lead to the onset of the attitude of enthusiasm and persistence in carrying out certain activities. In motivating the employees a leader should understand the series of the needs and characteristics of its employees. With the good motivation of the leadership of the then an employee will certainly feel enthusiastic and excited in doing the job so that it will affect the performance that result. This means that the provision of proper motivation according to the needs of employees will provide opportunities for the organization in support of the achievement of the objectives of the organization.

In addition, to run the system and the process which is good of course required a strong foundation in the form of competence of any of its employees. According to boyatizs in hutape and nuraianna thoha (2008) notion of competence is the capacity that is there on someone who can create the person is able to fulfill what is implied by the work in an organization so that the organization is able to achieve the expected results. The competence of an indispensable employee in performing their duties and functions in an organization.In addition, the competence is also very influential on the level of sustainability of the work of the employees, it also becomes the benchmark for an organization to determine the ability of the working employees. Through the competency of an organization can determine the position of what is suitable and appropriate for its employees. Competence and motivation is an important element in performing job duties, with adequate competence and supported high motivation can encourage individuals to achieve optimal performance. It is as has been said by mangkunegara (2007) the performance of a person is influenced by factors competence (ability) and motivation. Competence sufficiently for a certain position can facilitate employees to achieve performance as expected, while the motivation is formed from the attitude of the employees in the face of the work situation that can move the employee to reach the goal.

Furthermore, according to simanjuntak (2005) which states that the performance of the individual is influenced by factors of competence, the higher the competence of the employees of the higher performance achieved. While rivai (2004) showed that the strong work motivation, employee performance will be higher. From the explanation can be interpreted if an employee has the competence in their field and work motivation is strong, then it will improve the performance of employees.

PT. Penascop Maritim Indonesia which is located in East Kotawaringin Regency is a company engaged in shipping agency or a ship agency, where the company is engaged in the licensing and documentation of the ship. In addition another task of this company is to meet all the needs or requests of the crew or owner of the ship, for example, provides or supply the fresh water,fuel, oil, spare part, ship, navigation equipment also to supply food (usually to foreign ships).Business agency that conducted by the company is to provide services in the management of everything related to the interests of the ship.Basically infrastructure transport sea port, ship, and officers (government agencies) appointed as the representative or in the know with the agency. Sea transport has a very important role in the country of Indonesia. A fleet of sea transport that supports can increase the unity of the nation, of which Indonesia is the largest archipelago Country in the world, sea freight can encourage the occurrence of transfer of goods and people between the island so help the continuity of life and improve the economy of the people of Indonesia, especially in East Kotawaringin Regency

In order to improve the optimal performance to the client, the role of the leader in providing the proper motivation to the employees will certainly encourage such employees to be able to carry out pekerjaaannya maximum and mean it. But the motivation that owned the employees of PT. Penascop Maritime of Indonesia in East Kotawaringin Regency is still lacking, this is because the employees still don't feel comfortable in the position and tenure, lack of support from superiors, as well as the salaries and incentives obtained is not in accordance with the load of work that is given.

In addition, the competency of employees must also comply with the field work. This is because competence is the basis for an employee in performing his job. But in reality there are many employees of PT. Penascop Maritim Indonesia that have less competence in East Kotawaringin Regency in carrying out his job,because there are employees that its placement is not in accordance with their competence, the lack of experience in doing the job, as well as the lack of training and education to employees.

One of the things that must be considered in improving the performance is to increase the training of the employees. Due to the presence of training on employees will encourage employees to be able to produce better performance for the achievement of the objectives of the organization. High performance of an institution indicates there is a quality employees. Due to the presence of qualified employees will affect the performance of the employees and will ultimately affect the performance of the agencies.

These things cause the performance of employees to be less than optimal with against the employee that his job is not in accordance with the work expected by the leaders, employees who complete less work on time, employees come to work late and comes home from work not as per the set time, employees are less able to complete the given task, the employee that avoid a given job, the employee who is not concerned with the other employees.

Based on the description above problems, the authors are interested in conducting research on employees in PT. Penascop Maritime of Indonesia in East Kotawaringin Regency with the title " the influence of motivation, competence and Training on the performance of employees at PT. Penascop Maritime of Indonesia in East Kotawaringin Regency.

II.   LITERATURE REVIEW
The Foundation Of The Theory
Understanding Motivation
Based on the theory of hierarchy of needs Abraham maslow, theory X and theory Y douglas mcgregor's theory of motivation contemporary, the sense of motivation is the underlying reason for an act done by an individual. A person is said to have high motivation can be defined such people have a very strong reason to achieve what he wants to do his job now.

According to robbins and judge (2013), motivation is a process that explains the intensity, direction and persistence of an individual to achieve his goal. Sense Of Competence
Etymologically the word "competence" is adapted from the English language, that "competence" or "competency" which means the skill, ability, and authority. So that the notion of competence is a combination of knowledge, skills and attributes a person's personality so as to improve its performance and contribute to the success of the organization.According to boyatzis in hutapea and nurianna thoha (2008) competence is the capacity that is there on someone that could make the person able to fulfill what is implied by the work in an organization so that the organization is able to achieve the expected results.
Training
According to Bernardin and Rusell (2010) Training is any attempt to improve performance on a specific job that is becoming a responsibility or a job that had something to do with the job.

According to Sedarmayanti (2007) training is a process of teaching and learning by using certain techniques and methods, in order to improve the expertise or skills of a person or group of people in dealing with the tasks and functions through the procedure of systematic and organized.
Understanding Performance
According to Anwar Prabu Mangkunegara (2006) performance or achievements of the work is the result of work in quality and quantity achieved by an employee in conducting their duties in accordance with the responsibilities given to him.
Furthermore, according to hasibuan (2007) performance is a result of work accomplished person in carrying

out the tasks assigned to him based on skill, experience, and sincerity as well as time.

Previous Research

Previous research will be used as the author for comparison and reference in conducting this research, which previous research obtained from the journal on behalf of anggita ulfazia rahmi1, puspita wulandari, sp. mm2 faculty of economics and business Telkom university e-proceeding of management : vol 4, no. August 2, 2017 issn 2355-9357 with the title: "the influence of employee competence and work motivation on employee work of the department of education, youth and sports regency brass". Based on the analysis of the results of the research can be concluded:

1.   Based on the f test, with a criterion of fcount (34.429) > value (ftable 3.17) and has a value of signitifikansi of 0.00 < 0.05, which means simultaneous employee competence and work motivation have a significant effect on employee performance at the department of education regency brass. The value of the coefficient of determination (r2) obtained from the results of the spps is equal 0.565 or 56.5%, which means that the influence of the independent variables of employee competence and work motivation simultaneously have amounted to 56.5% on the performance of employees of the department of education, youth and sports of brass, while the remaining 43.5% influenced by other factors in addition to employee competence and work motivation.

2.   Based on the t test on the variable x1 that t (3.165) > t table (2.00665), and the value of sig. 0.003 < 0.05 means that ho is rejected. If looking on multiple linear regression equation, the value of the coefficient of variable x1 is positive (+). So it can be concluded that the partial competence have a significant effect on employee performance disdikpora kabupaten kuningan. The magnitude of the influence of competence is 42% on employee performance disdikpora kabupaten kuningan. The value of t count on the variable of work motivation is (2.921) > t table (2.00665), and the value of sig. 0.005 < 0.05 means that ho is rejected. If seen in the multiple linear regression equation, the value of the coefficient of the variable x2 is positive (+). So it can be concluded that the partial work motivation have a significant effect on employee performance disdikpora kabupaten kuningan. The magnitude of the influence of motivation is 38.8% on employee performance disdikpora regency brass.

Conceptual Framework

Uma is now in (Sugiyono:2007) argues that, the framework is a conceptual model of how the theory relates to the various factors that have been identified as an important issue.

The conceptual framework or the thought of describing the relationship of variebel independent, in this case the motivation (X1), competence (X2) and training (X3) on the dependent variable is employee performance (Y).here are the images of a conceptual framework:
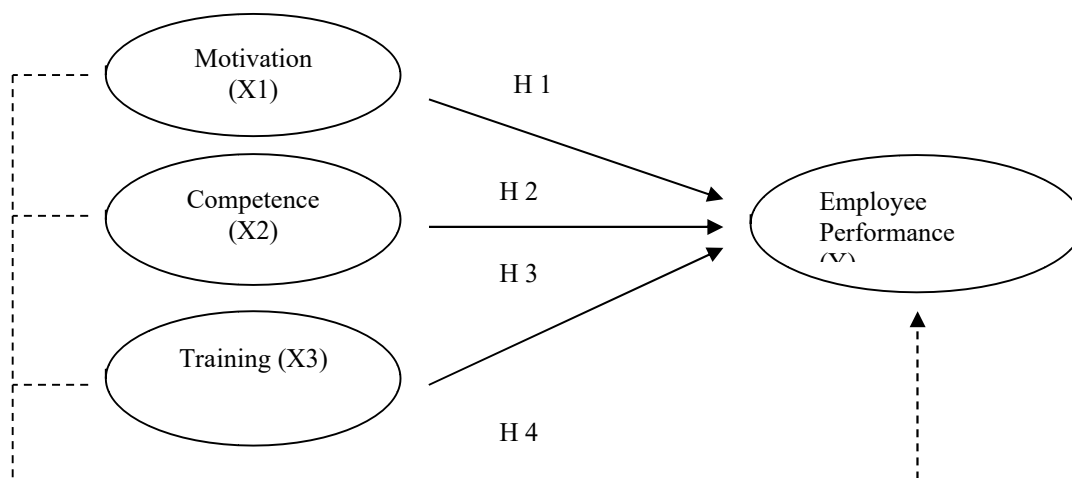

Fig 1. Conceptual Framework :

⟶   Partial Effect.

- - - - - - - - - - - ▶   Effect Simultaneously.

II.   METHOD RESEARCH

According to Sugiyono (2013) a population is a generalization region consisting of objects or subjects that have certain qualities and characteristics set by researchers to be studied and then drawn conclusions.The population in this research is employees working at pt.penascop maritime of Indonesia in east kotawaringin regency, which amounted to 90 people, consisting of 56 men and 34 women.Sample According to Sugiyono (2011) sample is part of a number of characteristics possessed by the population.So the sample is the fraction of the population whose characteristics are to be investigated, and can represent the whole population so that fewer of the population.

Operational Definition Of Research Variables

According to Sugiyono (2012), research is an attribute variable, the nature or value of a person, object or activity that has a variation between one another or one object to the other. So it can be said that the operational definition of research variables is the determination of the concept based on the nature or value of a person, object or event into a variable that can be measured. The variables used in this study consisted of the independent variables are motivation (X1), and competence (X2) while the dependent variable is employee performance (Y). Operational definition of each variable is as follows:

Motivation (X1)

According to Robbins and Judge (2013), motivation is a process that explains the intensity, direction and persistence of an individual to achieve his goal. There are three main keys, namely: intensity, direction and persistence. Intensity describes how hard a person is trying. High intensity will not bring the desired results unless that effort is directed to a goal that benefit the organization. In other words, the motivation must have the dimension direction. Efforts to diligently forward toward the goals of the organization is a business that must be nurtured. Finally, motivation has a dimension of persistence. This is a measure of how long a person can maintain effort. Individuals who are motivated will remain on the job to achieve their goals.

Indicators of motivation according to Zameer Ali, Nisar and Amir (2014) consists of:

1.   Salary
2.   Bonus
3.   The Best Welfare Of Employees
4.   Feeling Safe Has A Job
5.   Promotion

Competence (X2)

According to Boyatzis in hutapea and Nurianna Thoha (2018) competence is the capacity that is there on someone that could make the person able to fulfill what is implied by the work in an organization so that the organization is able to achieve the expected results.

Indicators of competence according to Gordon in his (Sutrisno:2009) is as follows:

1.   Knowledge (knowledge)
2.   Comprehension (understanding)
3.   Ability (skill)
4.   Attitude (attitude)
5.   Interest (interest)

Training (X3)

According to Bernardin and Rusell (2010) Training is any attempt to improve performance on a specific job that is becoming a responsibility or a job that had something to do with the job. According to Sedarmayanti (2007) training is a process of teaching and learning by using certain techniques and methods, in order to improve the expertise or skills of a person or group of people in dealing with the tasks and functions through the procedure of systematic and organized.

Indicators of employee training according to Mangkunegara (2006) among others:
1. Instructor
2. Participants
3. Material
4. Methods
5. The Purpose Of The Training

Employee performance (y)

According to Anwar Prabu Mangkunegara (2006) performance or achievements of the work is the result of work in quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given to him. Performance indicators according to robins (2006) is as follows:
1. Quality
2. Quantity
3. Timeliness
4. The effectiveness of the
5. Independence

IV.   RESULTS AND DISCUSSION

The Results Of The Test Of The Validity Of The Research Instrument.

According to Sugiyono (2013), the validity of the instrument is a measure that indicates the level of validity or keshahihan something of the instrument. The validity of the test in that it aims to test the level of accuracy of the instrument in measuring the Motivation variable (X1), Competence (X2) and Employee Performance (Y). The calculation of the validity test using SPSS (Statistical Programme For The Social Science) for windows version 23.0.

According to Sugiyono (2012), a questionnaire is said to be valid if r = 0.3 so that if the correlations between the item/items with a total score of less than 0.3 then said to be invalid. And can be seen from the significant level at the output of SPSS (Statistical programme for the social science) for windows version 23.0 when the results of the correlation is smaller than 0.05 (5%) then it is declared valid, and instead said to be invalid. The results of the validity test of the instrument in this research is taken from a total of 37 respondents is as follows:

The Results Of The Validity Test Of The Instrument Motivation Variable (X1)

The results of the validity test of the instrument to the items of the statement on the Motivation Variable (X1) taken a total of 37 respondents with the following results:

Table 1. The Results Of The Test Of The Validity Of The Research Instrument In The Motivation Variable (X1)

No	Motivation (X1) Indicators/Questions	N	The Correlation coefficient (r)	Significant	Status
1.	X1.1	37	$0,745^{**} > 0,3$	0,000	Valid
2.	X1.2	37	$0,691^{**} > 0,3$	0,000	Valid

3.	X1.3	37	$0{,}789^{**} > 0{,}3$	0,000	Valid
4.	X1.4	37	$0{,}661^{**} > 0{,}3$	0,000	Valid
5.	X1.5	37	$0{,}511^{**} > 0{,}3$	0,001	Valid

Source : Primary Data Created 2022

Based on the calculation results of the 37 respondents in the stage of test instruments in the table above shows that all the items total questions have a correlation coefficient (rhitung) is greater than 0.3 and a significant level of not more than 0.05 so that all of the items to the question above is valid. Thus it can be concluded that each item a question or statement which is used is feasible and can be trusted.

The Results Of The Test Of The Validity Of The Research Instrument Competency (X2)

The results of the validity test of the instrument to the question items in the Variable Competence (X2) were taken as many as 37 respondents with the following results:

Table 2. The Results Of The Validity Test Of The Instrument Variable Competence (X2)

No	Competence (X2)	N	The Correlation coefficient (r)	Significant	Status
1.	X2.1	37	0,696** > 0,3	0,000	Valid
2.	X2.2	37	0,744** > 0,3	0,000	Valid
3.	X2.3	37	0,828** > 0,3	0,000	Valid
4.	X2.4	37	0,655** > 0,3	0,000	Valid
5.	X2.5	37	0,675** > 0,3	0,000	Valid

Source : Primary Data Created 2022

Based on the calculation results of the 37 respondents in the stage of test instruments in the table above shows that all the items total questions have a correlation coefficient (rhitung) is greater than 0.3 and a significant level of not more than 0.05 so that all of the items to the question above is valid. Thus it can be concluded that each item a question or statement which is used is feasible and can be trusted to collect data that will be used in this study.

The Results Of The Test Of The Validity Of The Research Instrument Training (X3)

The results of the validity test of the instrument to the question items in the Variable Training (X3) were taken as many as 37 respondents with the following results:

Table 3. The Results Of The Validity Test Of The Instrument Variable Training (X3)

No	Competence (X2)	N	The Correlation coefficient (r)	Significant	Status
1.	X3.1	37	0,632** > 0,3	0,000	Valid
2.	X3.2	37	0,721** > 0,3	0,000	Valid
3.	X3.3	37	0,836** > 0,3	0,000	Valid
4.	X3.4	37	0,642** > 0,3	0,000	Valid
5.	X3.5	37	0,679** > 0,3	0,000	Valid

Source : Primary Data Created 2022

Based on the calculation results of the 37 respondents in the stage of test instruments in the table above shows that all the items total questions have a correlation coefficient (rhitung) is greater than 0.3 and a significant level of not more than 0.05 so that all of the items to the question above is valid. Thus it can be concluded that each item a question or statement which is used is feasible and can be trusted to collect data that will be used in this study.

The Results Of The Validity Test Of The Instrument Variable Employee Performance (Y)

http://ijstm.inarah.co.id

The results of the validity test of the instrument to the question items in the variable Employee Performance (Y) taken a total of 37 respondents with the following results:

Table 4. The Results Of The Validity Test Of The Instrument Variable Employee Performance (Y)

No	Employee Performance (Y)	N	Correlation Coefficient (r)	Significant	Status
1.	Y.1	37	0,830** > 0,3	0,000	Valid
2.	Y.2	37	0,530** > 0,3	0,001	Valid
3.	Y.3	37	0,668** > 0,3	0,000	Valid
4.	Y.4	37	0,830** > 0,3	0,000	Valid
5.	Y.5	37	0,743** > 0,3	0,000	Valid

Source : Primary Data Created 2022

ased on the calculation results of the 37 respondents in the stage of test instruments in the table above shows that all the items total questions have a correlation coefficient (rhitung) is greater than 0.3 and a significant level of not more than 0.05 so that all of the items to the question above is valid. Thus it can be concluded that each item a question or statement which is used is feasible and can be trusted to collect data that will be used in this study.

The Results Of The Reliability Test Of The Instrument Of The Research.

According to Sugiyono (2013), test the reliability of the research instruments is a series of measurements or a series of measurement tools that have the consistency of when measurements are performed with the measuring was done on a recurring basis. The instrument can be said to be reliable (reliable) when you have a coefficient of reliability the reliability of 0.5 or more. When alpha is smaller than 0.6 then it is declared not reliable and instead declared reliebel. Reliability test is using the program SPSS (Statistical Programme For The Social Science) for windows version 23.0 to see the value of cronbach alpha. The results of reliability test of the instrument in this research is taken from a total of 37 respondents is as follows:

Table 5. The Results Of The Reliability Test Of The Instrument Of The Research

Variable	N	Alpha Cronbach (α)	Description
Motivation (X1)	37	0,766 > 0,6	Reliabel
Competence(X2)	37	0,784 > 0,6	Reliabel
Training (X3)	37	0,739 > 0,6	Reliabel
Employee performance(Y)	37	0,787 > 0,6	Reliabel

Source : the Data that is created, 2022

From the results of the reliability test of the instrument of the research above shows that the three variables: motivation (X1), competence (X2), Training (X3) and Employee Performance (Y) is the reliability or reliable because the value of cronbach alpha is greater than 0.6. Thus it can be concluded that the questionnaire as a measuring tool in this study is reliable and all the questions for these variables can be used to collect the data needed in the study.

Multiple Linear Regression Analysis

Multiple linear regression analysis used in this study with the aim to determine whether there is influence of independent variables on the dependent variable. The calculation of the statistics in the multiple linear regression in this research is by using SPSS (Statistical Programme For The Social Sciences) for windows version 23.0 such as that contained in the table below:

Table 6. The Results Of The Multiple Linear Regression Analysis

Variabel	B	Beta	T	Sig
Constants	2,135		2,164	0,034

Motivation (X1)	0,280	0,245	2,866	0,006
Compensation (X2)	0,173	0,194	0,498	0,624
Training (X3)	0,416	0,343	1,215	0,228
R	=	0,857		
R Square (R2)	=	0,735		
Other Variables	=	0,265		
Adjusted R Square	=	0,724		
F Count	=	63,841		
Significant F	=	0,000		
Tingkat Sig. = 5% (0,05)				

Source : Data that is created, 2022

Table 7. The results of Correlation Coefficient (r) and Determination (R2)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.857[a]	.735	.724	1.042	2.101

a. Predictors: (Constant), Pelatihan (X3), Motivasi (X1), Kompensasi (X2)

b. Dependent Variable: Kinerja Karyawan (Y)

Source : Data that is created, 2022

Based on the above table shows that the value of correlation coefficient (R) of 0,857 means of motivation, competence and training together have a positive relationship which is very strong against the Performance of employees. because the value of (R) is in the 0.80 s/d 1,000.

Analysis Of The Coefficient Of Determination (R2)

Based on table 4.10 above obtained value of R Square (R2) of 0,735, which expressed both the independent variables of Motivation (X1) Competence (X2) and Training (X3) affect the dependent variable Employee Performance (Y) of 73.5% and the rest of 26.5% is influenced by other variables not included in this study namely Compensation, Organizational Culture, Work Motivation and Morale.

Hypothesis Test

Hypothesis test in this study showed the hypothesis that asked everything is based on the attempt to answer the size of the effect of independent variables on dependent variable, each using multiple linear regression assisted with SPSS version 23 to measure the independent variable and the dependent variable as follows:

Table 8. The results of t-Test (Partial)

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.135	.986		2.164	.034
Motivation (X1)	.280	.098	.245	2.866	.006
Compensation (X2)	.173	.347	.194	.498	.620
Training (X3)	.416	.343	.478	1.215	.228

a. Variabel Dependen: Kinerja Karyawan (Y)

http://ijstm.inarah.co.id

Uji - F (Simultan)

Uji-F atau uji simultan adalah pengujian yang dilakukan serentak, yaitu untuk mengetahui pengaruh variabel bebas yaitu Motivasi (X1), Kompetensi (X2) dan Pelatihan (X3) secara bersama-sama terhadap variabel terkait Kinerja Karyawan (Y). Dalam penelitian didukung oleh program IBM SPSS (Statical Package for the Social Sciences) untuk windows versi 23, dengan hasil data sebagai berikut :

Tabel 9. Hasil Uji F (Anova)

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	207.795	3	69.265	63.841	.000[a]
	Residual	74.862	69	1.085		
	Total	282.658	72			

a. Predictors: (Constant), Pelatihan (X3), Motivasi (X1), Kompensasi (X2)

b. Dependent Variable: Kinerja Karyawan (Y)

Source: Primary Data processed 2022

From the above calculation results obtained fcount 63.841 with a significant level of f = 0,000. The value of ftable obtained by the formula df1 = (the number of variables-1) = 4- 1 = 3, and df2 = (n-k-1) = 73-3-1=69 ∟=0.05 by 3.13 (appendix f table). The value of fcount>ftable (63,841 > 3,13) with a significant level of 0.000<0.05, then Ho is rejected and Ha accepted, which means there is influence between the variables of Motivation Competence and Training together (simultaneously) on the Performance of employees. Thus it is said the fourth hypothesis is proven.

V.   CONCLUSION

Based on the results of the analysis of the discussion that has been done in the previous chapter it can be drawn conclusion as follows:

1.   The results of t-test of each variable X1, the variable X2 and the variable X3 can be described as follows:

   a. On the Results of t-test for Motivas (X1) showed that tcount>ttable (2,866>1,99495) and a significant level of Motivation variables 0.006 to < 0,05. These results prove that the partially independent variables of Motivation (X1) effect on the dependent variable Employee Performance (Y). Respects in accordance with the results of previous researchers in this study.

   b. On the Results of t-test for Competence (X2) shows the value of tcount<ttable (0,498<1,99495) and significant levels of variable Competence 0,498 > 0,05. It is proved that the partial variable Competence does not affect the Performance (Y). It is not in accordance with the results of previous researchers in this study, i.e., Competence did not significantly affect the performance of employees.

   c. On the Results of t-test for Training (X3) shows the value of tcount<ttable (0,228 < 1,99495) and significant levels of variable Competence 0,228 > 0,05. It is proved that the partial variable Training has no effect on the Performance (Y).

2.   On the test results the Results of test-f show that the influence of together of all the independent variables of Motivation (X1), Competence (X2) and Training (X3) the dependent variable is Employee Performance (Y) shows a significant result. It is shown from the Value of fcount>ftable (63,841>3,13) with a significant level of 0,000<0,05.

3.   The results of the analysis of the correlation coefficient (R) of 0,857 means the relationship between the Motivation variable (X1), Competence (X2) and Training (X3) on the Performance of employees is very strong. Its meaning is related to the value of the coefficient of determination or R Square (R2) with a magnitude of R Square = 0,735 or 73.5 percent (0,735 x 100%) means that the variables of

Motivation, Competence and Training affect the performance of employees of 73.5%, while the rest of 26.5% for the variable Performance of employees influenced by other variables that are not included in this study namely leadership Style, workload, and others that can't researchers mentioned.

REFERENCES

[1]   Anwar Prabu Mangkunegara, Tahun 2006, Perencanaan dan Pengembangan Manajemen Sumber Daya Manusia, Pen. PT Refika Aditama

[2]   Anwar Prabu Mangkunegara. (2007). Manajemen Sumber Daya Manusia Perusahaan. Bandung: PT. Remaja Rosdakarya.

[3]   Boyatzis, Richard, E. (2008). Competencies in the 21st century. *Journal of Management Development*. Vol. 27 no. 1, pp. 5-12.

[4]   Danang Sunyoto.(2015). Manajemen dan Pengembangan Sumber Daya Manusia. Yogyakarta: Center For Academic Publishing Service.

[5]   Eko, Widodo Suparno, 2015. Manajemen Pengembangan Sumber Daya Manusia. Yogyakarta:Pustaka Belajar

[6]   Hasibuan, melayu s.p 2007, Manajemen Sumber Daya Manusia Perusahaan, bandung, Pt. Bumi Aksa.

[7]   Veithzal Rivai, 2004, Manajemen Sumber Daya Manusia Untuk Perusahaan, Cetakan Pertama, Jakarta, PT. Raja Grafindopersada.

[8]   Mangkuprawira.S dan Aida V.Hubeis (2007).Manajemen Mutu Sumber Daya Manusia. Ghalia Indonesia.Bogor.

[9]   Sutrisno, Edi. 2009. Manajemen Sumber Daya Manusia Edisi Pertama. Jakarta: Kencana Prenada Media Group

[10]   Robbins, Stephen p dan jugde, timothy a. 2013.*Organizational Behavior Edition* 15. New jersey: Pearson Education.

[11]   Simanjuntak. 2005. Manajemen dan Evaluasi Kinerja. Jakarta: Fakultas Ekonomi Universitas Indonesia.

[12]   Sondangp.Siagian. 2011. Manajemen Sumber Daya Manusia. Jakarta: Bumi Aksara. Jakarta

[13]   Undang-undang Nomor 13 Tahun 2003 Tentang Ketenagakerjaan

[14]   Veithzal Rivai, 2004, Manajemen Sumber Daya Manusia Untuk Perusahaan, Cetakan Pertama, Jakarta, PT Raja Grafindopersada.

[15]   Winardi, 2007, Motivasi dan Pemotivasian Dalam Manajemen, Cetakan Pertama,PT. Raja Grafindo Persada, Jakarta.