

Antecedents employees' performance in fish farming, Hotalontung Maju, Muara, Indonesia

Maretta Ginting

Sekolah Tinggi Ilmu Ekonomi (STIE) IBBI
Medan
North Sumatera
Indonesia

ABSTRACT

The current study aims to examine the effect of competence and motivation on the performance of employees Fish farming at Hotalontung Maju, Muara. The descriptive quantitative research method was used with primary and secondary data. The process of data collection is performed by interview, questionnaire and documentation. The data analysis technique is the multiple linear regression analysis, the simultaneous significance test (F-test), the partial significance test (t-test), and test the coefficient of determination (R^2). The t-test result was found that the significance value of the competence was $0.000 < 0.05$; it reveals that the competence partially had a significant effect on the performance.

Furthermore, the significance value of the work motivation is $0.006 < 0.05$; it shows that work motivation has a significant effect on the performance. The F-test results show that the significance values of the competence and work motivation are $0.000 < 0.05$, it reveals that the competence and work motivation simultaneously significant effect on performance. The coefficient of determination use the amount of Adjusted R Square because the independent variable is used more than a one; the amount of Adjusted R Square is 0.797. Thus, the magnitude of the influence of competence and motivation on employee performance is 0.797 (79,70%). In contrast, the remaining 20.3 per cent is influenced by other factors which are not examined in this study.

Keywords: Competence, Work Motivation, Performance.

Introduction

The standard and quantity of work performed by a worker in the performance of his duties following his obligations, according to Mangkunagara (2015). If employees work unproductively and lack high morale, they are not resilient at work and have low confidence; it will reduce the performance of the company. In the background of the fish farm Hotalontung Maju, Muara; the business is one Farming cat-fish and gold-fish and Mujahir-fish in North Tapanuli. Cat-fish, Mujahir-fish and Gold-fish are predominant freshwater fish. Cultivation growth has declined dramatically per year for the last three years, while the market size for the three fish types is excellent. Due to fleshy, a little bone, not spines, and cost, these fish are preferred by consumers. In contrast, mujahir fish healthy, easy to maintain, has no nutritional value and relatively high economic value. Regarding the production, the three type of fish comparatively do not need much care and have a limited waiting time for harvest.

Table 1
Data Production Fish on Fish Farm Hotalontung Maju, Muara (2017-2019).

Types of Fish	Ton/Year		
	2017	2018	2019
Mujahir Fish	13,250	11 .725	10 .387
Gold-fish	4 .296	3.3 47	2.5 72
Cat-fish	2 .750	2 .695	2,124
total	20,296	17,767	15,083

Source: Fish Filling Hotalontung Maju, Muara (2020)

Based on table 1, there is an annual decline in the production of mujahir, gold-fish and cat-fish. The development of the three fish forms is not the same from 2017 to 2019. In 2017, there were an annual-sales of these three fish, 20,296 stocks, 17,767 in 2018 and 15083 for 2019. Such three fish-types are often sold or eaten by the freshwater-fish species in Hotalontung Maju village, Muara subdistrict. Fish farming is a lucrative endeavour since every human being needs first and foremost food. In addition to an increase in the population, demand for food would increase immediately. This good performance will develop the company, helping the company to achieve expected standards and goals. In the view of the government, if the business priorities will always be met, this would also have a positive effect on the corporate image. Competent staff in an environment can promote the successful performance of these employees. The competence is typically defined as the skills and abilities, according to Sedarmayanti (2015: 126). Competency requires a deep and innate personality in a person with consistent actions in different circumstances and tasks. Professional workers will work with dedication and use their experience. This makes the company's employees successful and efficient. Rahma Sari et al. (2016) submitted that skills had a significant and positive effect on employee performance.

Furthermore, Sulistyandari et al. (2016) reported that competence has a significant impact on the success of UMKM Batik in Banyumas Regency. As regards the issue of the expertise of the employees who are less skilful in taking care of the fish, the techniques of reproduction of fish and the methods for spraying/capturing fish, this is due to a lack of skills and experience on his part. Employees from the village typically understand fish treatment methods while outside the village employees did not have enough experience. Hasibuan (2014: 143) notes that motivation is the provision of a powerful incentive that generates excitement for an individual to function with satisfaction and efficiency and honesty. Motivation to work plays a crucial role in enhancing employee efficiency. Encourage a worker to achieve the best results. Alvin Arifin et al. (2014) concluded that motivation has a significant impact on the performance of employees. The problem is that many are found in the field; workers do not care for employees' obligations. Working is unattractive and dull, workers are often waiting for supervisors or are absent from work, and some workers are idle and unenthusiastic about work due to the team leader's lack of commitment and motivation. The author will look at the title based on the context.

Research Purposes

To investigate the effect of competence on employee performance Fish Farming at Hotalontung Maju, Muara.

To investigate the effect of motivation on employee performance Fish Farming at Hotalontung Maju, Muara.

To investigate the effect of competence and motivation simultaneously on employee performance Fish Farming at Hotalontung Maju, Muara.

Literature Review

Competence

The ability to perform or perform a job or task, based on skills and knowledge and supported by the job attitude requested (Wibowo, 2014:271). According to Mc Clelland in Rivai, (2014: 230), competence is a fundamental feature that a person directly affects or predisposes to good performance, in other words, competence is what excellent performers do more often, often than not. The Competency Indicators are, according to Spencer in Moheriono (2014: 5), 1) Character, measures such as encouraging workers to practice their mental features, as to better comply with current company or agency regulations. 2) Motives, measures such as motivation to strive and be more involved at strive in order and satisfy workers' requirements. 3) Self-concept, measures such as incentives to appear, expression and reasonable behaviour within the organization. 4) Knowledge, such as rewards to workers to broaden their understanding of the agency's tasks or work. 5) skills, measures like motivation for all workers to have expertise in the workplace to generate successful results.

Motivation

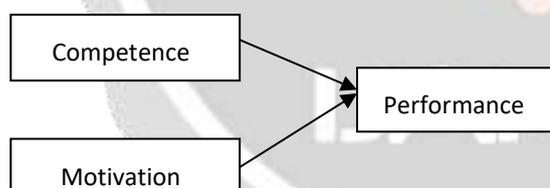
Serdamayanti (2014: 233) states that the desire to make a significant effort to reach the goals set out in the organization is conditioned by that efforts' ability to meet the individual needs, but that motivation is a condition which moves people towards a specific goal according to Mangkunegara (2015: 93). Based on the understanding of some of the previous experts, it can be inferred the reason for anyone to control more advanced employee skills is internal and external. According to Farida & Hartono (2016: 26), motivational goals include the following; 1) Increase employee morale and job satisfaction; 2) Increase employee productivity; 3) Maintain employee work stability, 4) Increase employee discipline; 5) Make employee procurement effective; 6) Create a good atmosphere and work relationship; 7). Increase employee loyalty, creativity and participation; 8) Increase the level of employee welfare; 9) Increase the sense of responsibility of employees towards their duties.

Performance

Siswanto (2015: 11), performance is an achievement achieved by a person in carrying out the tasks and jobs assigned to him. According to Sinambela (2016: 481) argues that performance is an activity of managing organizational resources to achieve organizational goals. The goal is about the direction in general, is broad, without time constraints and is not related to specific achievements within a certain period. According to Hersey and Blanchard (Sinambela, 2016: 481) suggest that performance is a function of motivation and ability to complete tasks and jobs, a person must have a certain degree of willingness and level of knowledge. A person's willingness and skills are not sufficient enough to do something without a clear understanding of what to do and how to do it. According to Kasmir (2016: 208), performance is determined by several factors, namely; 1) Quality, performance measurement can be recognized by looking at the rate (quality) of work produced through a particular process; 2) Quantity, which is the product made, can be shown in the form of currency units, the number of companies, or the number of units, or the number of cycles of activities completed; 3) Time (period), for certain types of work a time limit is given in completing the work, which means that there is a minimum and maximum time limit that must be met; 4) Emphasis on costs, If the expenditure exceeds the predetermined budget, there will be a waste so that the performance is considered low; 5) Relationships between employees, in this relationship, is measured whether an employee can develop feelings of mutual respect, goodwill and cooperation between employees with one another.

Conceptual Framework

According to Moehariono (2014: 5), competence is a characteristic that underlies a person related to the effectiveness of individual performance in their work or the essential elements of individuals who have a causal relationship or as a cause-and-effect with criteria that are used as a reference, are useful or perform prime or superior in the workplace. According to McClelland (2015: 97), motivation is a person's ability to motivate himself without the need for help from others. A person can get a reason or urge to act. The process of getting the urge to act is basically a process of realizing one's desires which are usually buried. Everyone has a passion which is an impulse to work, but often this urge is weakened by external factors. The weakening of this urge can be seen from the loss of hope and helplessness. According to Kasmir (2016: 208) Performance is the result of work and work behaviour that has been achieved in completing the tasks and responsibilities given in a certain period. Research by Viva Turisa Mahenis (2019) states that training, competence and motivation have a positive and significant effect on employee performance. It can be concluded that the independent variables work competence (X1) and motivation (X2) shows that simultaneously and partially affect the dependent variable employee performance (Y). From the theoretical opinion expressed, it revealed a conceptual framework which functions as a determinant of the flow of thought and basis of this research which is described as follows.



Research Methodology

The research method used in this research is a descriptive quantitative research method, namely by looking for information about existing symptoms, clearly defined objectives to be achieved, planning the approach, collecting data as material for making reports by conducting surveys that will be carried out on one of the Small and medium enterprises in North Tapanuli city, namely Fish Farm at Hualontung Maju, Muara.

The population is a generalization area consisting of: objects/subjects that have certain qualities and characteristics that are determined by researchers to study and then draw conclusions (Sugiyono, 2018: 80). The population in this study were 50 employees of Fish Farm, Hulontung Maju Muara. The samples used in this study were all population numbers, namely 50 employees Fish Farm at Hualontung Maju, Muara.

In this study, the data analysis technique used multiple linear regression, namely the analysis technique to determine the effect of the independent variable on the dependent variable. The models in this study are:

$$Y = \alpha + b_1X_1 + b_2X_2 + e$$

Information:

Y = Performance

α = Constant
 b = Coefficient
 X1 = Competence
 X2 = Motivation
 e = Standard error

Results & Discussions

Multiple Linear Regression

Table 1.
Results of Multiple Linear Regression Coefficient Analysis

Model		Unstandardized Coefficients		Standardized
		B	Std. Error	Coefficients Beta
1	(Constant)	4,921	1,209	
	Competence	.597	.088	.666
	Work	.346	.121	.281
	motivation			

Table 1 above shows the equation of the effect of Competence and Motivation on Employee Performance Fish Farming at Hotalontung Maju, Muara, namely:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$$

$$Y = 4,921 + 0,597X_1 + 0,346X_2 + e$$

The interpretation is; Constant (a) = 4,921, indicating that the value is constant where if the competency (X1) and motivation (X2) = 0, then the employee performance is 4,921. Competency coefficient (b2) = 0.597, indicating that for each addition of one unit to the Competency variable, the Employee Performance will increase by 0.597. Motivation coefficient (b3) = 0.346, indicating that for each addition of one unit to the motivation, the Employee Performance will increase by 0.346. Based on the above interpretation, it can be concluded that the Competency (X1) and Motivation (X2) variables have an influence on Employee Performance (Y) Fish Farming at Hotalontung Maju Muara.

T-Test Results

Table 2
Partial Test Result (t-test)

Model	t	Sig.
1 (Constant)	4,072	.000
Competence	6,775	.000
Work	2,856	.006
motivation		

The t-test is conducted to test each independent variable, competence (X₁) and motivation (X₂) whether partially it has a significant effect on Employee Performance (Y) Fish Farming at Hotalontung Maju Muara. The test criteria are as follows. In Table 2 it shows that the significance value of the Competency variable is 0.000 < 0, 0 5, it presents that the competency variables partially have a significant effect on the performance variable. Furthermore, the significance value of the work motivation variable is 0.006 < 0, 05, it reveals that the work motivation variable has a significant effect on the performance variable.

F Test Results

Table 3
Simultaneous Test Results (F-Test)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	300,731	2	150,366	97,413	.000 ^a
	Residual	72,549	47	1,544		
	Total	373,280	49			

The F-test is conducted to test each independent variables, competence (X1) and motivation (X2) whether simultaneously have a significant effect on Employee Performance (Y) Fish Farming at Hotalontung Maju Muara. The test criteria are as follows; In Table 3, it presents that the significance value of the competency and work motivation is $0.000 < 0.05$, it reveals that the competency and work motivation simultaneously have a significant effect on the performance.

Test of determination (R^2)

Table 4
Coefficient results of determination (R^2)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.898 ^a	.806	.797	1,242

Table 4 present the amount of Adjusted R Square = 0.797. Thus, the magnitude of the influence of competence and motivation on employee performance is 0.797 (79.70%), while the remaining 20.30 per cent is influenced by other factors not examined in this study.

Discussion

Based on the t-test competency is $0.000 < 0.05$, it suggests that the competency partially has a significant effect on the performance. The case is in line with the work of Rahma Sari Dewi, Eny Ariyanto (2016), entitled The Effect of Training, Competence, and Work Motivation on Employee Performance at Group CTO Office of PT Indosat. The empirical results showed that Training, Competence and Motivation have a positive and significant effect on employee performance, and recognized by Risnawati et al. (2018) in their work entitled The Influence of Competence, Motivation and Training on Employee Performance at the Office of Communication, Informatics, Statistics and Encoding Bantaeng Regency, states that competence, motivation and training on performance have a positive and significant effect on employee performance.

Furthermore, the significance value of the work motivation is $0.006 < 0.05$; it confirms that work motivation has a significant effect on the performance variable. This work is in line with the previous study by Alvin Arifin, et al. (2014), which states that motivation has a significant effect on employee performance at CV. Catur Perkasa Manunggal. Likewise, the study by Hutama Dhyanto Putra, and confirmed by Sugiannor (2014) in his work entitled the effect of compensation and work motivation on the performance of employees of the marketing department of PT. Coca-Cola Distribution Indonesia Sales Office Banjara Baru. Stating that work motivation has a positive and partially significant effect on employee performance. The F test shows that the significance value of the competency and work motivation is $0.000 < 0.05$, it concludes that the competency and work motivation simultaneously have a significant effect on employee performance Fish Farming at Hotalontung Maju Muara.

Based on table 4 it shows that the value of the coefficient of determination is 0.797. The magnitude of the influence of competence and motivation on employee performance is 0.797 (79.70%), while the remaining 20.30 per cent is influenced by other factors not examined in this study.

Conclusion

Based on the results of the analysis and discussion that has been done, it can be concluded as follow. Competence has a partial effect on employees' performance Fish Farm at Hotalontung Maju Muara. Motivation has a partial effect on performance Fish Farm at Hotalontung Maju Muara. Competence and motivation simultaneously have an effect on employee performance Fish Farm at Hotalontung Maju Muara.

References

- Ananingrum, T., & Pradhanawati, A. (2019). Pengaruh Motivasi, Keterampilan, Dan Kompensasi Terhadap Kinerja Karyawan (Studi Kasus Pada Umkm Kain Tenun Ikat House Of Hoeda's Desa Troso Kabupaten Jepara). *Jurnal Ilmu Administrasi Bisnis*, 9(2), 191-196.
- Bintoro, D. (2017). Manajemen penilaian kinerja karyawan. *Yogyakarta: Gava Media*.
- Budiman, N. P., Saerang, I. S., & Sendow, G. M. (2016). Pengaruh Kompetensi, Motivasi, dan Disiplin Kerja Terhadap Kinerja Karyawan (Studi Pada PT. Hasjrat Abadi Tendean Manado). *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis dan Akuntansi*, 4(3).
- Dessler, G. (2015). Human Resources Management (Manajemen Sumber Daya Manusia).
- Dessler, G., Cole, N. D., & Chhiner, N. (2015). *Management of human resources: The essentials*. Pearson.

- Dwiyanti, N. K. A., Heryanda, K. K., & Susila, G. P. A. J. (2019). Pengaruh Kompetensi Dan Motivasi Kerja Terhadap Kinerja Karyawan. *Bisma: Jurnal Manajemen*, 5(2), 121-130.
- Edison, E., Anwar, Y., & Komariyah, I. (2016). Manajemen sumber daya manusia. *Bandung: Alfabeta*.
- Farida, U., & Hartono, S. (2016). Manajemen Sumber Daya Manusia II. Ponorogo.
- Ghozali, I. (2016). Multivariate Analysis Application with IBM SPSS 23. *Semarang Program: Diponegoro University Publishing Agency*.
- Hamali, A. Y. (2016). Pemahaman Manajemen Sumber Daya Manusia (Cetakan ke-1). *Yogyakarta: Center for Academic Publishing Service*.
- Hasibuan, M. S. (2014). Manajemen sumber daya manusia (revisi). *Jakarta: Bumi Aksara*.
- Hidayat, A. S., Alwi, M., & Setiawan, Y. (2017). The Training and Competence Effect Of PT Batik Trusmi Cirebon'Employee Performance. *Jurnal Aplikasi Manajemen*, 15(2), 346-354.
- Kasmir, D. (2016). Manajemen Sumber Daya Manusia (Teori dan Praktik). *Jakarta: Rajawali Pers*.
- Kaswan, M. M. (2012). Manajemen sumber daya manusia untuk keunggulan bersaing organisasi. *Edisi Pertama. Cetakan Pertama. Penerbit Graha Ilmu. Yogyakarta*.
- Mangkunegara, A. A., & Prabu, A. (2007). Manajemen Sumber Daya Manusia, Cetakan Ke Tujuh. *Bandung: PT. Remaja Rosdakarya*.
- Marwansyah, (2016). Manajemen Sumber Daya Manusia, Edisi Dua, Bandung: *CV. Alfabeta*.
- Moehariono, M. (2014). Pengukuran Kinerja Berbasis Kompetensi (Revisi). *Jakarta: PT Raja Grafindo Persada*.
- Mubarok, E. S., & Putra, H. (2018). The influence of training, competence, and motivation on employees' performance of workers social security agency in Banten Province, Indonesia. *Journal of Economics and Sustainable Development*, 9(4), 129-139.
- Pramaishella, N. A. (2017). *Pengaruh Modal, Dukungan Pemerintah dan Kompetensi Sumber Daya Manusia Terhadap Kinerja Usaha Mikro, Kecil dan Menengah (Studi Empiris pada Usaha Mikro, Kecil dan Menengah di Kecamatan Kencong Kabupaten Jember)* (Doctoral dissertation, UNIVERSITAS MUHAMMADIYAH JEMBER).
- Rantesalu, A., Mus, A. R., & Arifin, Z. (2017). The effect of competence, motivation and organizational culture on employee performance: the mediating role of organizational commitment. *Journal of Research in Business and Management*, Vol. 4, No. 9.
- Rivai, V. (2014). Manajemen Sumber Daya Manusia untuk Perusahaan, Edisi ke 6, PT. *Raja Grafindo Persada, Depok, 16956*.
- Rukumba, S., & Iravo, M. A. (2019). Influence of Training and Development on The Performance Of Telecommunication Industry In Kenya. *Journal of Human Resource and Leadership*, 4(1), 22-31.
- Sedarmayanti, (2016). Manajemen Sumber Daya Manusia Reformasi Birokrasi dan Manajemen Pegawai Negeri Sipil, Edisi Revisi, PT. *Refika Aditama, Bandung*
- Sinambela, L. P. (2016). Manajemen sumber daya manusia. *Jakarta: Bumi Aksara*, 34.
- Subari, S., & Riady, H. (2015). Influence of training, competence and motivation on employee performance, moderated by internal communications. *American Journal of Business and Management*, 4(3), 133-145.
- Sugiyono, P. D. (2013). Metode penelitian manajemen. *Bandung: CV. Alfabeta*.
- Supatmi, M. E., Nimran, U., & Utami, H. N. (2013). Effect of training, compensation on employee job satisfaction and employee performance. *PROFIT (Journal of Business Administration)*, 7(1).
- Sutrisno, E. (2016). Manajemen Sumber Daya Manusia, Edisi ke-delapan. *Jakarta: Kencana*, 5(1).
- Taufiqurrahman, T., Marzolina, M., & Annisa, T. *Pengaruh Pendidikan dan Pelatihan dan Motivasi terhadap Kinerja Pegawai pada Dinas Koperasi dan Usaha Kecil Menengah Provinsi Riau* (Doctoral dissertation, Riau University).
- Trihudyatmanto, M., & Purwanto, H. (2018). Pengaruh Motivasi, Kompetensi dan Orientasi Berwirausaha Terhadap Kinerja Usaha pada Sentra UMKM Pande Besi di Wonosobo. *Journal of Economic, Management, Accounting and Technology (JEMATech)*, 1(1), 31-41.
- Widiastuti, E., & Martini, S. (2016). Kompetensi SDM Dan Pengaruhnya Terhadap Kinerja UMKM Batik Di Kabupaten Banyumas. In *Performance* (Vol. 23, No. 2).
- Widodo, S. E. (2015). Manajemen Pengembangan Sumber Daya Manusia. *Yogyakarta: Pustaka Pelajar*.
- Yuliana, Y. (2017). Pengaruh Kompetensi Dan Motivasi Kerja Terhadap Kinerja Karyawan Perusahaan Pada Haluan Star Logistic. *Ilmiah Manajemen Bisnis*.
- Yulianto, W. (2018). Pengaruh Pelatihan, Kompetensi, Motivasi dan Kepemimpinan terhadap Kinerja Pegawai dengan Pendidikan sebagai Pemoderator pada Balai Pendidikan dan Pelatihan Aparatur Kementerian Kelautan dan Perikanan. *Eqien: Jurnal Ekonomi dan Bisnis*, 5(2), 37-49.
- Zhaviery, H. F., Anisah, H. U., & Faidah, A. N. (2019). Pengaruh Kepribadian Dan Kompetensi Sumber Daya Manusia Terhadap Kinerja Umkm Sasirangan Di Kota Banjarmasin. *Jurnal Sains Manajemen Dan Kewirausahaan*, 3(1), 35-41.