

The Impact of Competence Combine with Work Environment to Accelerate Employee Performance at Company Engaged in Warehousing Sector in Bandung

Arjuna Rizaldi¹, M T Prasetya²

Department of Marketing Management, Universitas Komputer Indonesia, Indonesia ^{1,2}

arjuna@email.unikom.ac.id

Abstract - The purpose of this study aims to determine the competence, work environment and performance of employees at PT. Haistar Bandung warehouse. In addition, to determine the effect of competence, work environment on employee performance partially or simultaneously. The method used is descriptive and verification methods. Sampling was carried out through 72 random employees of PT. Haistar Bandung warehouse. Data were collected through questionnaire interviews and a literature study. Statistical tests used are classical assumptions, multiple linear regression analysis, correlation coefficient analysis, coefficient of determination, and hypothesis testing using (partial) t-test and f (simultaneous) test. The results showed that the influence of competence, and environment there is a significant influence on employee performance at PT. Haistar warehouse Bandung. While the results of the study explain that the partial application of competence to employee performance shows results that have a positive and significant effect on PT. Haistar Bandung Warehouse. The work environment has a significant effect on employee performance at PT. Haistar Bandung Warehouse and competence, work environment, and employee performance simultaneously have a significant effect on PT. Haistar Bandung warehouse.

1. Introduction

Human resources (HR) is a very important factor that cannot even be separated from an organization, both institutions and companies. HR is also the key that determines the development of the company. In essence, human resources in the form of humans who are employed in an organization as movers, thinkers and planners to achieve the goals of the organization. HR or commonly called employees can also be said to be a very important company asset so companies must really pay attention and take care of them as best they can so that these assets provide great use value and benefits for the company. Septina (2018:478) suggests that Human Resource Management (HRM) is concluded as Human Resource management, which is a method of managing human resources within an organization in order to be able to achieve a maximum goal through the development of human resources itself [1]. Therefore, to support maximum employee performance, quality human resources are needed.

PT. Haistar Warehouse Bandung is one of the e-logistic solutions company that has an experienced management team in the industry, warehouses in five cities, integrated warehouse system management, and infrastructure and business processes that comply with industry standards. PT. Haistar Warehouse Bandung aims

to be a partner that makes it easy to expand business scale, regardless of size. Whether you're just starting out, growing, or even a business that's too big and you still want to manage it yourself.

Good performance must be useful to show the success of input, output and impact in each process according to Rialmi & Morsen (2020:2) [2]. Understanding Performance, which is a result of work produced by an employee is defined to achieve the expected goals. Performance is the result produced by certain job functions or activities on certain jobs during a certain period of time, which shows the quality and quantity of the work. According to Hendra (2020:3) quoting from Hasibuan (2014) revealed that "Performance is a combination of three important factors, namely the ability and interest of a worker, ability and acceptance of the explanation of task delegation and the role and level of worker motivation [3]. Meanwhile, according to Mangkunegara (2014), performance is influenced by three factors, namely: individual factors, psychological factors and organizational factors [4]. Therefore, employee performance is a factor supporting the success of PT. Haistar Warehouse Bandung.

In addition to employee performance, competence is also very important in a company, this is because employee knowledge and abilities are needed in every field of the company. Meanwhile, according to Lestari (2018: 100) quoting from Sagala (2010) competence is the desire to have an impact on others and the ability to influence others through persuading and influencing strategies [5]. According to Lodi et.al (2021:4) competence shows skills or knowledge characterized by professionalism in a particular field as the most important thing, as the superior of that field [6]. So that competence can support the performance of employees at PT. Haistar Warehouse Bandung. According to Saputra (2021:2), The work environment is the social, psychological, and physical life in the company that affects workers in carrying out their duties [7]. While, according to Herlinda et.al (2021:122) the work environment is everything around the employee that can influence him to carry out the tasks given [8]. Furthermore, according to research conducted by Karina, Gadzali, & Budiarti (2020: 92), a pleasant work environment can make employees feel at home in completing their work and able to achieve an optimal result [9]. So indirectly if the work environment is good then the performance of employees at PT. Haistar Warehouse Bandung is doing well. Therefore the objective of this research is to excavate the impact of competence and work environment towards employee performance at company engaging in warehousing sector in Bandung.

2. Methodology

In this study, the method used is descriptive verification with a quantitative approach. to test the influence of competence and work environment on employee performance. By using the verification method, the significance of the relationship between the variables will be known, so that it can produce a conclusion that will support the hypothesis of the truth of the proposed hypothesis. With the method that has been stated, the author intends to collect previous data and observe carefully about what aspects are related to the problem under study so that data will be obtained that supports research reporting. The data that has been obtained will then be processed so that the object being researched is increasingly depicted and conclusions from the problems studied can be concluded

3. Results and Discussion

Descriptive analysis aims to see an overview of research results regarding competence, work environment and employee performance at PT. Haistar warehouse Bandung as many as 72 people. Meanwhile, to see the answers or assessments of respondents to each statement submitted in the questionnaire, a descriptive analysis was carried out with a frequency and percentage distribution approach, while to see the respondents' assessments of each variable studied, it could be seen from the percentage value of the actual and ideal scores obtained as seen in table 1.

Table 1. Respondent Response about Competence

Indicator	Statement	Actual Score	Ideal Score	% Actual Score	Category
Knowledge	1	463	720	64,3%	Pretty Good
	2				

Skills	3	490	720	68,1%	Good
	4				
Work Attitude	5	517	720	71,8%	Good
	6				
Total		1470	2160	68,1	Good

Source : the results of the questionnaire data processing

When depicted on a continuum line, the actual score values appear as seen in figure 1. As follows:

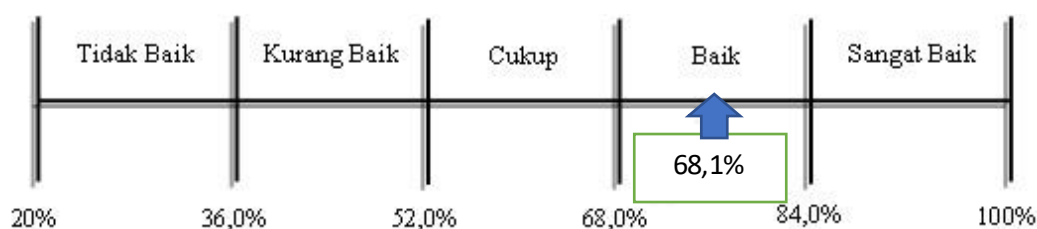


Figure 1. Continuum Line of Competence Variable

Recapitulation of responses - responses of respondents regarding Competence. From the research results, it is known that the Competency variable with the indicators in it has been used as a questionnaire and the results can be seen in the Good category. This good category indicates that the competence at PT. Haistar warehouse Bandung has been said to be good, which means both in terms of knowledge, skills and work attitudes that employees do as seen in table 2. The continuum line on Work Environment can be seen in figure 2. Below.

Table 2. Respondent Response About Work Environment

Indicator	Statement	Skor Aktual	Skor Ideal	%Skor Aktual	Category
Coloring	1	464	720	64,4%	Pretty Good
	2				
Cleanliness	3	490	720	68,1%	Good
	4				
Lighting	5	474	720	65,8%	Pretty Good
	6				
Air Exchange	7	417	720	57,9%	Pretty Good
	8				
Music	9	457	720	63,5%	Pretty Good
	10				
Security	11	507	720	70,4%	Good
	12				
Noise	13	436	720	60,6%	Pretty Good
	14				
Total		3245	5040	64,4%	Pretty Good

Source : the results of the questionnaire data processing

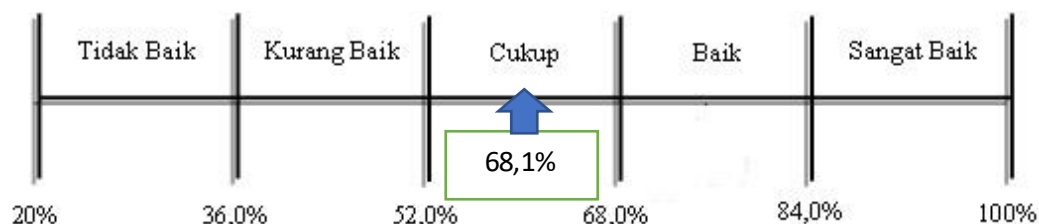


Figure 2. Continuum Line of Work Environment Variable

Explain the recapitulation of respondents' responses regarding the Work Environment. From the research results, it is known that the Work Environment variable with Indicators in it has been used as a questionnaire and the results can be seen in the Good Enough category. This fairly good category indicates that the Work Environment at PT. Haistar warehouse Bandung is said to be quite good, which means it is quite good in terms of coloring, cleanliness, lighting, air exchange, music, security and noise as seen in table 3. The Continuum line on employee performance can be seen in figure 3.

Table 3. Respondent Response about Employee Performance

Indicator	Statement	Skor Aktual	Skor Ideal	%Skor Aktual	Category
Work Quality	1	492	720	68,3%	Pretty Good
	2				
Work Quantity	3	466	720	64,7%	Pretty Good
	4				
On Time	5	513	720	71,3%	Good
	6				
effectiveness	7	488	720	67,8%	Pretty Good
	8				
Independence	9	417	720	57,9%	Pretty Good
	10				
Total		2376	3600	66,0%	Pretty Good

Source : the results of the questionnaire data processing

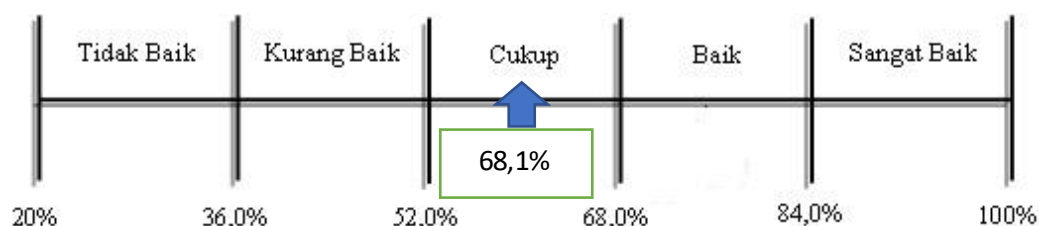


Figure 3. Continuum Line of Work Employee Performance

Explain the recapitulation of respondents' responses regarding Employee Performance. From the research results, it is known that the Employee Performance variable with the indicators in it has been used as a questionnaire and the results can be seen in the Fairly Good category. This fairly good category indicates that the Employee Performance at PT. Haistar warehouse Bandung has been said to be quite good, which means it is quite good in terms of work quality, work quantity, punctuality, effectiveness and independence. Furthermore the result of Multiple Linear Regression Test is shown in table 4.

Table 4. Multiple Linear Regression Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.523	3.440		3.349	.001
	Competence	.551	.182	.345	3.022	.004
	Work Environment	.261	.075	.397	3.480	.001

a. Dependent Variable: Employee Performance

From the output table above, the a value of 11.523 is obtained; 1 is 0.551 and 2 is 0.261. Thus, the multiple linear regression equation to be formed is as follows:

$$Y = 11.523 + 0.551X_1 + 0.262X_2$$

- The constant of 11,523 indicates that when the two independent variables are zero (0) and there is no change, then employee performance is predicted to be worth 11.523 times.
- The X₁ variable, namely Competence, has a regression coefficient value of 0.551, indicating that when Competence increases, it is predicted to increase Employee Performance by 0.551 times.
- The X₂ variable, namely the Work Environment, has a regression coefficient value of 0.261, indicating that when the Work Environment is improved, it is predicted that it will increase Employee Performance by 0.261 times.

In this case, if the company is able to implement and control every factor of Competence, Work Environment and Employee Performance owned by Employees at PT. Haistar warehouse Bandung will be able to improve employee performance at PT. Haistar warehouse Bandung. However, if that does not happen, then the Employee Performance at PT. Haistar warehouse Bandung will also be stagnant with no changes in its implementation. Therefore, it is important to apply these two variables, namely Competence and Work Environment. The Correlation test is shown in table 5.

Table 5. Competence and Work Environment Correlation Coefficient with Employee Performance

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.668 ^a	.447	.431	4.22671

a. Predictors: (Constant), Work Environment, Competence

b. Dependent Variable: Employee Performance

The correlation result is 0.668 based on the criteria (0.60 - 0.799), the correlation between Competence and Work Environment with Employee Performance has a strong correlation level. The correlation value is positive which indicates that the relationship between the two is unidirectional. This means that Competence and Work Environment have a strong relationship with Employee Performance at PT. Haistar warehouse Bandung. The partial influence between competence and work environment towards employee performance is shown in table 6.

Table 6. Amount of partial influence between Competence and Work Environment towards Employee Performance Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	Correlations
		B	Std. Error	Beta	Zero-order
1	(Constant)	11.523	3.440		
	Competence	.551	.182	.345	.591
	Work Enviroment	.261	.075	.397	.611

a. Dependent Variable: Employee Performance

The following shows the results of the oartial influence between the independent variables on the dependent variable using the Beta x Zero Order formula:

1. Competence (X1) = $0.345 \times 0.591 = 0.204$ OR 20.4%

2. Work Enviroment (X2) = $0.397 \times 0.611 = 0.243$ or 24.3%

From the calculation results above, it can be seen that the most dominant variable on Employee Performance is the Work Environment at 24.3%, while the smallest effect is Competence at 20.4%

Meanwhile, to see the magnitude of the contribution of the influence given simultaneously or simultaneously between the independent variables on the dependent variable, the following calculations are carried out as seen in table 7.

Table 7. The Coefficient of Determination Simultaneously
Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.668 ^a	.447	.431	4.22671

a. Predictors: (Constant), Work Enviroment, Competence

b. Dependent Variable: Employee Performance

32 the value of R-square or coefficient of determination is 0.447. This figure means that the R-square value ranges from 0 to 1, the R-square value which is close to 1 indicates that the model formulated to explain that employee performance has been said to be very good, the table above shows that the influence of Competence and Work Environment on Performance Employees by 44.7%. While the rest, which is $100\% - 44.7\% = 55.3\%$ is influenced by other factors not examined by researchers such as job satisfaction, incentives and ability.

Used to test the independent variables have a significant relationship or not with the dependent variable individually for each variable, namely Competence on Employee Performance partially and Work Environment on Employee Performance partially.

Significant Level : Significant Level (α): 0.05

Testing Criteria:

If the value of t count > t table then H0 is rejected, H1 is accepted.

If the value of t count < t table, then H0 is accepted and H1 is rejected.

1. Partial Hypothesis Testing of Competence on Employee Performance

H01: 1 = 0, there is no influence of the Competency variable on Employee Performance on Employees at PT. Haistar Warehouse Bandung

Ha1: 1 0, There is an effect of Competency variable on Employee Performance on Employees at PT. Haistar Warehouse Bandung

Furthermore, to test the effect of Competency Variables on Employee Performance on Employees at PT. Haistar Warehouse Bandung partially (alone) then used a t-test, using IBM SPSS 25 the t-test results were obtained as seen in table 8.

Table 8. Partial Hypothesis Testing Competence on Employee Performance

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.523	3.440		3.349	.001
	Competence	.551	.182	.345	3.022	.004
	Work Environment	.261	.075	.397	3.480	.001

a. Dependent Variable: Employee Performance

It is known that the t-count value obtained by Competence is 3.022. This value will be compared with the t-table value in the t-distribution table. With $\alpha = 0.05$, $df = n - k - 1 = 72 - 2 - 1 = 69$, the t-table value for the two-party test is ± 1.995 . From the values above, it can be seen that the t-count value obtained is 3.022, which is outside the t-table value ($-1.995 - 1.995$). In accordance with the criteria for testing the hypothesis that H_0 is rejected and H_1 is accepted, it can be concluded that partially competence has a significant effect on employee performance at employees at PT. Haistar warehouse Bandung. The results of this hypothesis test are in line with the results of previous research conducted by Pramularso (2018) with that carried out at CV Inaura Anugerah Jakarta which showed that the competency variable had a positive and significant effect on the Employee Performance variable [10]. The partial hypothesis testing can be seen in table 9.

Table 9. Partial Hypothesis Testing Work Environment on Employee Performance Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.523	3.440		3.349	.001
	Competence	.551	.182	.345	3.022	.004
	Work Environment	.261	.075	.397	3.480	.001

It is known that the t-count value obtained by competence is 3.480. this value will be compared with the t-table value in the t-distribution table. With $\alpha = 0.05$, $df = n - k - 1 = 72 - 2 - 1 = 69$, the t-table value for the two party test is ± 1.995 . From the values above, it can be seen that the t-count value obtained is 3.480, which is outside the t-table value ($-1.995 - 1.995$). In accordance with the criteria for testing the hypothesis that H_0 is rejected and H_1 is accepted, it can be concluded that partially the work environment has a significant effect on employee performance at employees at PT. Haistar warehouse Bandung. The results of this hypothesis test are in line with the results of previous research conducted by Adha et.al (2019) which was carried out at the Social Service of Jember Regency which showed that the work environment variable had a significant effect on employee performance [11]. The F-Test result is shown in table 10.

Table 10. Simultaneous Hypothesis Testing (F Test) ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	995.968	2	497.984	27.875	.000 ^b
	Residual	1232.689	69	17.865		
	Total	2228.657	71			

a. Dependent Variable: Employee Performance

b. Predictors: (Constant), Work Enviroment, Competence

The calculated f value is 27.875, using a significant level of 5%, then from the distribution table F , the f table value is obtained for $df_1 = k - 1 = 3 - 1 = 2$ and for $df_2 = n - k = 72 - 3 = 69$ so that we get f_{table} (2 and 69) of 3.13 because $f_{count} > f_{table}$ ($27.875 > 3.13$) and sig ($0.000 < 0.05$) then H_0 is rejected and H_1 is accepted, so it can be concluded that simultaneously Competence and Work Environment have a significant influence on Employee Performance at PT. Haistar warehouse Bandung. The results of this hypothesis test are in line with the results of previous research conducted by Rahmisyari (2017) which was carried out at the Office of Investment and one-stop integrated service in the city of Gorontalo which showed that the variable Competence, Work Environment had an effect on Employee Performance [12].

4. Conclusion

Based on the results of research on the influence of competence and work environment on employee performance at PT. Haistar Warehouse Bandung can be concluded as follows. Competence in which is measured using three indicators, namely knowledge, skills and work attitudes. Work Attitude Indicator that gets the highest score. While the Knowledge indicator gets the lowest score and overall the competence variable is in a good category. The Work Environment is measured by seven indicators, namely Coloring, Cleanliness, lighting, air exchange, music, Security and Noise, the Security indicator has the highest score while the Air Exchange indicator has the lowest score and overall the work environment at PT. Haistar Warehouse Bandung is quite good. Employee Performance with five indicators used in the measurement, namely Quality of work, quantity of work, punctuality, effectiveness and independence, there is an indicator of Punctuality getting the highest score while the Independence indicator getting the lowest score and the overall performance of employees of PT. Haistar Warehouse Bandung is quite good.

This study shows that there is a partial influence between competence on employee performance at PT. Haistar Warehouse Bandung, it was concluded that there was a positive influence of Competence on Employee Performance at PT. Haistar Warehouse Bandung. This means that the higher the competence, the employee's performance will increase. This study shows that there is a partial influence between the Work Environment on Employee Performance at PT. Haistar Warehouse Bandung, concluded that there is a positive influence between the work environment on employee performance at PT. Haistar Warehouse Bandung. This means that the better the work environment, the employee's performance will increase.

This study shows that there is a simultaneous influence between Competence and Work Environment on Employee Performance at PT. Haistar Warehouse Bandung, concluded that Competence and Work Environment have a positive influence on Employee Performance at PT. Haistar Warehouse Bandung. This means that the better and the increase in Competence and Work Environment, the Employee Performance will increase.

Based on the conclusions of research results regarding the Effect of Competence and Work Environment on Employee Performance at PT. Haistar Warehouse Bandung, research suggests several suggestions that can be considered for the company in terms of improving employee performance:

1. Competence at PT. Haistar Warehouse Bandung can be said to be good but must be further improved, especially in the field of knowledge such as giving attention to the development of knowledge for employees such as companies providing scholarships to employees or providing training so that employees' knowledge can continue to increase so that there is no decline in employee performance.
2. Work Environment at PT. Haistar Warehouse Bandung can be said to be quite good and should be improved continuously in paying attention to the air exchange at the employee's place of work so that employees can work well and optimally so that good performance is formed for employees in completing work.
3. Employee performance is also quite good at PT. Haistar Warehouse Bandung but must be improved again in creating good independence for employees at work such as providing work that must be completed by employees individually.
4. For readers who will conduct research in the same field, the results of this study are expected to add insight regarding the Effect of Competence and Work Environment on Employee Performance at PT. Haistar Warehouse Bandung. However, if you are going to use this thesis as a reference, it needs to be re-examined. Because it is possible that there are statements that are not or are not appropriate, I as a writer feel that there are still many shortcomings and limitations in completing this thesis.

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