Effect of Competence, Work Discipline and Work Stress on Employee Performance at PT Artha Centra Bangun Perkasa

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Abstract

The purpose of the research carried out aims to see the analysis of the decline in performance at PT Artha Centra Bangun Perkasa down. HR has a very important function that aims to be able to achieve the goals the company PT Artha Centra Bangun Perkasa wants to achieve. So human resources must be more efficient and professional in dealing with problems and always take an existing opportunity. Apparently in this company, PT Artha Centra Bangun Perkasa really has problems with competence, discipline and work stress. Competence is not very good because the company does not place employee positions according to their education and abilities so that many employees do not understand or do not know the position they are currently occupying. Not only that, but the company's employee discipline also there is not good. Many employees lack discipline in terms of attendance, and many are late because the company does not punish employees who do not comply with the rules so that employees dare to be undisciplined. Meanwhile, the company has to deal with work stress. Actually there are many companies that experience work stress, but there are some work stress that can be handled by the company. However, the company PT Artha Centra Bangun Perkasa is not able to cope with excessive employee work stress because most of the employees say that many jobs have short targets so that they become stressed in doing their work. Validation test is used with a population of 66 people and 30 people from companies that have similar industries. The method used is quantitative, using interviews, distributing questionnaires, and studying documentation. Multiple linear regression, coefficient of determination and simultaneous testing will be used in the analysis method. (Test – F) Fcount (23.681) > Ftable (2.75) and partially (Test – t) t-count competence |2.786| > ttable |1.99|, disciplined t-test |3.579| > ttable |1.99|, and stress t-test |-5,177| > ttable |-1.99|. It can be concluded that competence, discipline and work stress simultaneously and partially have a positive effect on employee performance.

Keywords: Competence, Discipline, Work Stress, Performance, Employee.

1. Introduction

Now many companies are focused on developing their business world and companies are struggling to improve their business world so that a lot of competition is getting tougher and companies must further improve their human resources. A very important aspect for the company is to improve quality so that the company can thrive in the era of globalization. At PT Artha Centra Bangun mighty. In the company there are problems in the competence, discipline, and work stress so that the results or employee performance are greatly decreased. Competence at PT Artha Centra Bangun Perkasa is the

first problem where many employees hold positions that are not in accordance with their education and abilities. So that many employees do not understand their current job and do not really master their work. Discipline in the company is very important because if the company does not have disciplinary rules, it is very difficult to regulate employees. So in the company must have discipline. At PT Artha Centra Bangun Perkasa the employees lack discipline, there are many problems with their attendance or attendance list. The company does not give penalties to employees who violate company rules so that no employee is afraid of violating the applicable rules. Work stress is also problematic because the work required must be more and there is a target for completion of work so that many jobs are neglected. The stress experienced by employees is very dependent on the result. Sometimes there is employee stress that causes them to push to finish their work so that it can be finished quickly and there are employees whose bodies become unhealthy. Excessive work is also one of the stress factors for the company.

2. Literature Review

Competence

The definition of competence is the ability to have skills and knowledge that is also accompanied by the behavior of doing work and carrying out tasks in the workplace with reference to work requirements. (Sutrisno, 2016:203)

Work Discipline

Discipline has a level of compliance and obedience to the rules that have been set and is ready to get sanctions if an employee violates the existing regulations. (Fahmi, 2017:75)

Work Stress

Stress has a condition where there must be self-emphasis and a soul that is beyond its capabilities so that if left untreated, it can attack health. (Fahmi, 2016:256)

Performance

Performance is the result obtained by a profit-oriented or non-profit oriented company that is obtained over a period of time. (Fahmi, 2016:127)

Hypothesis Development

The Effect of Competence on Employee Performance

Competency-based HR management systems create the structure and discipline to generate employee best efforts, and ultimately the best performance for the organization. This system also includes a transition from the traditional way of managing human resources based on what one has (qualifications) to what one can do (performance). (Marwansyah, 2016:44)

The Effect of Discipline on Employee Performance

Disciplinary action to solve problems carried out with the lowest level of coercion and pressure as needed. (Fahmi, 2017:80)

The Effect of Stress on Employee Performance

Stress is that employees are caused by having to face an environment that affects performance so that management must improve the quality of the work environment so that the stress experienced by employees can decrease. (Sunyoto, 2013:215).
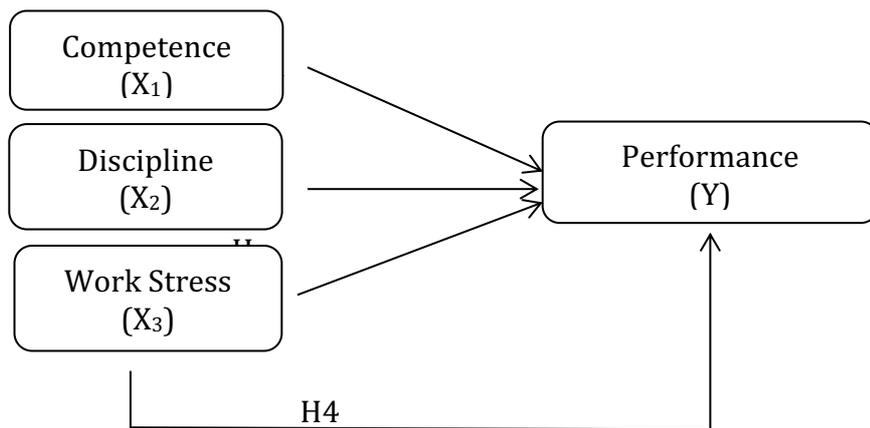
Framework

Figure 1. Research Model
Source: Study Literature (authors, 2020).

The temporary answer to the research problem formulation, where the problem formulation is stated in the form of a question sentence is called a hypothesis, Sugiyono (2017:99). The hypotheses of this research are:

- H1: Estimated significant influence of competence on employee performance of PT Artha Centra Bangun Perkasa
- H2 : Estimated significant effect of discipline on employee performance of PT Artha Centra Bangun Perkasa
- H3 : Estimated significant effect of stress on employee performance of PT Artha Centra Bangun Perkasa
- H4 : Estimated significant influence between competence, discipline and stress on employee performance of PT Artha Centra Bangun Perkasa

3. **Methods**

This research was carried out by PT Artha Centra Bangun Perkasa Medan which is located at Jalan Sumarsono 55 – 56 Komplek Graha Metropolitan. The time of the research began in April 2021 and is planned to be completed in February 2022. The approach uses a quantitative method which means a methodology based on the ideology of positivism which aims to be able to analyze the population and samples, and the sampling technique can be randomly generated so that to collect data, research tools can be used, data analysis is quantitative/statistical in order to carry out testing predetermined hypothesis. (sugiyono, 2017:14)

Descriptive and quantitative methods will be used by researchers. The function of descriptive statistics is to provide an overview of objects that are made in research, either through samples or populations without having to analyze and draw conclusions. (Sugiyino, 2017:207) While quantitative statistics are data that uses numbers (scoring). (Sugiyono, 2012:23). The purpose of explanatory research is to examine causality between variables that describe a problem. Zulganef (2013:11). Explanatory descriptive is the nature of this research. Research that aims to examine the relationship between variables that explain a certain symptom is called explanatory research, Zulganef (2013:11). In explanatory research, the researcher tries to explain or prove the relationship or influence between variables.

Population is a collection of all members of the object to be studied (Algifari, 2015: 5) The population carried out at PT Arth Centra Bangun Perkasa was 66 employees and the valid test was 30 employees at PT Vayata Senada Cemerlang. The sample is an association of half of the object members who are careful by using a saturated sampling technique. (Algifari, 2015:5) Saturated sampling, determination if all populations are used as samples. (Sugiyono (2017:124). The number of samples used was 66 respondents to test the validity and reliability of PT Vayata Senada Cemerlang. There can be several methods used for data collection, for example, researchers directly come to the company to be researched, questionnaires or questionnaires or reports issued by the company. Primary data, data that we receive directly from the company for research, directly or from a questionnaire, while secondary data, data obtained from company information. (Algifari, 2015:9)

Identification and Operational Personnel of Research Variables

Table 1. Operationalization Variables

Variables	Definition	Indicators	Scale
Competence (X_1)	Competence is the ability and knowledge to do and do certain jobs, (Torang, 2014: 53)	1. Motive 2. Character 3. Self-concept 4. Knowledge 5. Skills According to Fahmi (2017: 53)	Likert scale
Discipline (X_2)	Good behavior that can obey existing rules and regulations so that employees must follow existing rules and regulations is called discipline (Sutrisno, 2016: 87).	1. Goals and abilities 2. Leading example 3. Repayment. 4. Justice 5. Waskat 6. Penalty sanction 7. Assertiveness of the leader 8. Human relations According to Nurhayati (2018:134)	Likert scale
Work Stress (X_3)	Stress in the workplace has the effect of damaging the health and welfare of employees so that it has a negative effect on employee performance. (Hamali, 2018:241)	1. Physique 2. Psychic 3. Behavior According to Sopiah (2018:91)	Likert scale
Performance (Y)	Performance is work behavior whose tasks are completed by being given responsibilities at a certain time. (Kashmir, 2016:182)	1. Purpose 2. Standard 3. Tools or means 4. Competence 5. Motive 6. Opportunity According to Wibowo (2014:85)	Likert scale

Source: Researcher Data (2020).

The research model used is multiple linear regression analysis, the development of simple linear regression, both have tools used for future predictions, use past data to find out the effect is one or more independent on the dependent variable. (Suliyanto, 2011:53).

$$Y = a + b_1X_1 + b_2X_2 - b_3X_3 + e.$$

Information
Y   = Employee Performance
X1   = Work Competence
X2   = Work Discipline
X3   = Job Stress
A   = Constant
b1,2,3   = regression coefficient
e   = Error (5%).

Coefficient of Determination

This coefficient is used as a guide to find out how far the independent variable can explain the dependent variable. The magnitude of the coefficient of determination is the square of the correlation coefficient. Disadvantages of use are based on the number of independent variables included in the model.

Simultaneous Hypothesis Testing (F-Test)

The F test is used to find out whether there is a joint effect of the independent variable with the dependent with a significance used of 5% with df = (n-k-1)
    This test is used to make comparisons in Fcount and Ftable
    H0 is accepted, fcount < ftable (α = 5 %)
    H1 is accepted, fcount > ftable (α = 5%). According to (Sunyoto, 2012:137)

Partial Hypothesis Testing (t-Test)

T test is used to know the partial regression coefficient of the independent variable with a significant 5%
    This test is used to make comparisons in tcount and ttable
    H0 is accepted, tcount < ttable (α = 5%)
    H1 is accepted, tcount > ttable (α = 5 %) (Sunyoto, 2012: 135-136)

4. Results and Discussion

Descriptive Statistics

Descriptive statistics is the first step in discussing statistics. Statistical data can be seen in the following table:

Table 2. Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Work environment	36	31,00	59,00	41,2500	5,17342
Work motivation	36	20,00	37,00	29,5278	3,23804
Training	36	22,00	40,00	29,3611	4,27052
Performance	36	23,00	40,00	29,8333	3,92428
Valid N (listwise)	36				

Source: Research Results, 2020 (Data Processed)

Table 2, based on the table above, the performance variable can be sampled by 66 respondents with an average of 31.53, a minimum of 40 while a maximum of 24 and a standard deviation of 3,579. The competency variable can be sampled by 66 respondents with an average of 27.88, a minimum of 12 while a maximum of 36 and a standard deviation of 4.498. The discipline variable can be sampled by 66 respondents with an average of 27.53, a minimum of 20 while a maximum of 35 and a standard deviation of 3,470. The performance variable can be sampled by 66 respondents with an average of 20.68, a minimum of 9 while a maximum of 30 and a standard deviation of 4.275.

Normality Test

The picture below is the result of the normality test of the histogram graph and the normal probability plot.
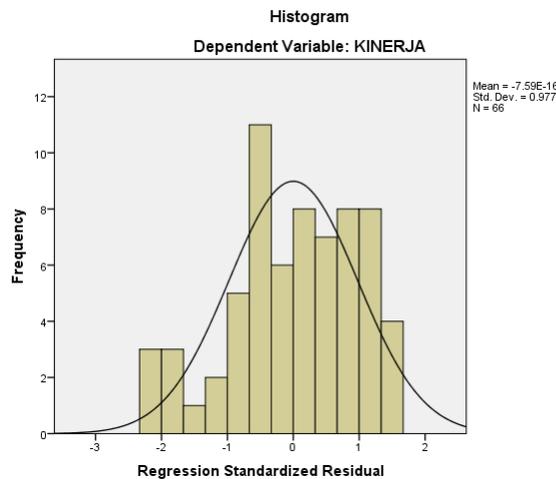

Figure 2. Histogram Graph

Source: Research Results, 2020 (Data Processed)

Probability Plot

In addition to the histogram graph, to see normally distributed data, you can also view the normal P-P Plots graph.
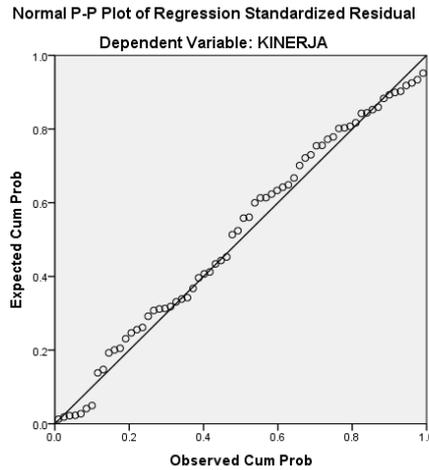
Figure 3. PP-Plots Graph Normality Test Results
Source: Data Processing Results, 2020

The residuals in the regression model are normally distributed which can be seen in Figure 3 in the form of data in the form of points located near the diagonal line and following the diagonal line.

Statistical Analysis

Table 3. Normality Test Results

		Unstandardized Residual
N		66
Normal Parameters[a,b]	Mean	0E-7
	Std. Deviation	2.44298566
Most Extreme Differences	Absolute	.072
	Positive	.061
	Negative	-.072
Kolmogorov-Smirnov Z		.583
Asymp. Sig. (2-tailed)		.886
a. Test distribution is Normal.		
b. Calculated from data.		

Source: Data Processing Results, 2020

Table 3 sig $0.886 > 0.05$, is called the normal distribution.

Multicollinearity Test

Table 4. Multicollinearity Test Results

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Competence	.751	1.331
	Discipline	.753	1.328
	Stress	.996	1.004
a. Dependent Variable: Performance			

Source: Data Processing, 2020

it can be seen that the tolerance value of the independent variable competence is 0.751 > 0.10, discipline is 0.753 > 0.10 and stress is 0.996 > 0.10. The VIF value of the independent variable competence is 1.331 < 10, discipline is 1.328 < 10 and stress is 1.004 < 10. Multicollinearity does not show a correlation between independent variables.

Heteroscedasticity Test

The presence or absence of heteroscedasticity in a multiple linear regression equation can be predicted using a scatterplot graph.
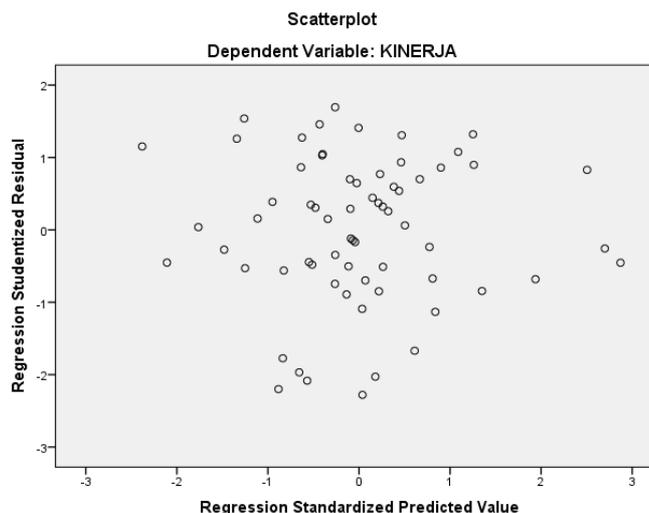

Figure 4. Scatterplot Graph

In the picture above, there are no symptoms of heteroscedasticity in the regression model, it can be seen from the absence of a clear pattern and the points are randomly distributed both above and below the Y axis zero. Thus, it can be concluded that there are no symptoms of heteroscedasticity in the regression model.

Table 5. Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.863	1.694		1.100	.276
	Competence	.072	.044	.233	1.644	.105
	Discipline	-.093	.057	-.232	-1.635	.107
	Stress	.033	.040	.101	.822	.414
a. Dependent Variable: ABSUT						

Source: Data Processing Results, 2020

Competency sig value 0.105 > 0.05, discipline 0.107 > 0.05 and stress 0.414 > 0.05, then there is no heteroscedasticity.

Hypothesis Determination Coefficient

The results of the analysis of determination (R2) can be seen in the table below:

Table 6. Determination Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.731[a]	.534	.511	2.501

Source: Data Processing Results, 2020

The results of the determination coefficient test can be seen as much as 0.511 which explains 51.1% of the dependent variable performance which can be explained by the independent variables of competence, discipline and work stress and the remaining 48.9% (100%-51.1%) explains the variables outside of that. researched.

Simultaneous Hypothesis Testing (Test F)

Table 7. Simultaneous Test Results (F Test)

ANOVA[a]						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	444.508	3	148.169	23.681	.000[b]
	Residual	387.932	62	6.257		
	Total	832.439	65			

Source: Data Processing Results, 2020

Ftable value of sig 0.05 is 2.75 then the SPSS calculation is Fcount (23.681) > Ftable (2.75) and sig 0.000 <0.05, Ha is accepted and Ho is rejected, namely competence, discipline and stress have a simultaneous and significant effect on performance of PT Artha Centra Bangun Perkasa.

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Partial Hypothesis Testing (t Test)

Table 8.Partial Test Results

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	22.936	3.075		7.459	.000
	Competence	.222	.080	.279	2.786	.007
	Discipline	.369	.103	.358	3.579	.001
	Stress	-.376	.073	-.450	-5.177	.000
a. Dependent Variable: Performance						

Source: Data Processing Results, 2021

The value of ttable, sig 0.05 at degrees of freedom (df) = 66-4=62 is 1.99.
1. Competency t-test |2,786| > ttable |1.99|, sig 0.007 < 0.05
2. Discipline t-test |3,579| > ttable |1.99|, sig 0.001 < 0.05
3. Stress t-test |-5,177| > ttable |-1.99| , sig 0.000 < 0.05
The three of the X variables above have a significant effect on the performance of employees at the company PT Artha Centra Bangun Perkasa

Discussion

The Influence of Competence on Employee Performance

Based on the assessment carried out by the researcher, there is an effect of competence on performance having a value of tcount > ttable (|2.786|>|1.99|), sig 0.007 <0.05, then H0 is rejected and Ha is accepted, so that competence affects performance at PT Artha The Mighty Wake Center. The definition of competence is the ability to have skills and knowledge that is also accompanied by the behavior of doing work and carrying out tasks in the workplace with reference to work requirements. (Sutrisno, 2016:203). Competence has an important role in the performance of PT Artha Centra Bangun Perkasa. Employee positions that do not fit make employees unable to understand the work that has been given, so that employees feel that the work given is too difficult and not easy to complete. This greatly affects the decline in the performance of these employees. Therefore, PT Artha Centra Bangun Perkasa pays attention to appropriate work placements for employees in accordance with the abilities of the employees and educational backgrounds which are also very helpful for a company to be able to see how far the performance of its employees is and make it easier for the company to place positions or positions. according to the abilities of each individual.

The Effect of Discipline on Employee Performance

Based on the study conducted by researchers, there is an influence of discipline on performance. The discipline variable has a value of tcount > ttable (|3,579|>|1.99|), sig 0.001 < 0.05, H0 is rejected and Ha is accepted, so discipline (X2) affects performance (Y) at PT Artha Centra

Bangun Perkasa. Discipline has the power in employees that can make employees adjust these rules which have become good decisions and rules at work. (Hamali, 2018:214). Work discipline also affects the performance of PT Artha Centra Bangun Perkasa employees. At PT Artha Centra Bangun Perkasa employees have low discipline in their work and behavior within the company. This can be seen from the high level of employee absenteeism, the increase in the number of employees who experience delays and the adjustment of work or tasks owned by employees is not completed by the time limit that has been given by the previous company. Some of these things cause a lot of employee work that is often delayed so that it is too late to be completed.

The Effect of Stress on Employee Performance

Based on the study conducted by researchers, there is an effect of work stress on performance. The discipline variable has a value of tcount > ttable ($|-5,177| > |-1.99|$), sig 0.000 <0.05 then H0 is rejected and Ha is accepted so that stress (X3) affects performance (Y) at PT Artha Centra Bangun mighty. According to Fahmi (2016: 256), "stress has a condition where there must be self-emphasis and a soul that is beyond the ability so that if left untreated with no solution, it can attack health." The solution to solving this problem is not to put heavy pressure on employees so that it does not cause stress. To reduce work stress that occurs in employees, the company can share directions to its employees to be able to work faster, adding new employees is necessary, the goal is so that employees don't get tired and work too much.

5. Conclusion

Conclusions from the results of this study are as follows: Competence, discipline and work stress can affect the performance of 53.4% and the remaining 46.6% explain other factors. The competence regression coefficient is 0.177, a positive value so that competence has a positive effect on employee performance. tcount 2,786 and the value of Sig. 0.007, ie < sig 0.05, it is concluded that work competence has a positive and significant effect on work performance. Discipline regression coefficient 0.295, positive value. So that discipline has a positive effect on performance. tcount work discipline 3,579 and the value of Sig. 0.001, which is < sig 0.05, it is concluded that discipline has a positive and significant effect on work performance. Work stress regression coefficient -0.226, negative value. Job stress has a negative effect on work performance. tcount of work stress -5.177 and the value of Sig. 0.000, which is < sig 0.05, so it can be concluded that work stress has a negative and significant effect on work performance.

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