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The Influence of Competence and Motivation on Discipline and its Impact on Employee Performance in the Regional Secretariat

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Abstract: The goals to be accomplished in this research study are: 1) To define worker competence, inspiration, technique and also efficiency; 2) To assess the straight as well as indirect impact of proficiency along with inspiration on staff member job self-control; 3) To examine the straight as well as indirect impact of skills and also inspiration on staff member efficiency; 4) To evaluate the impact of technique on worker efficiency; & 5) To assess the impact of proficiency, as well as inspiration on technique as well as its effect on staff member efficiency. The study approach utilized is detailed as well as confirmation research study making use of main as well as additional information. The populace in this research study were 118 workers of the State Civil Service at the Regional Secretariat of West Tanjung Jabung Regency. The example was taken making use of the Slovin formula so the overall example made use of was 55 workers. The tasting method is rounded tasting. The evaluation technique makes use of the Path Analysis strategy as well as theory screening makes use of the F examination and also t examination. Information handling making use of SPSS V. 22 software application. The research study outcomes program: 1) The problem of workers at the Regional Secretariat of West Tanjung Jabung Regency can be classified as skilled encouraged as well as regimented plus high efficiency; 2) Competence as well as inspiration have a straight plus indirect impact on technique. Likewise with synchronised as well as partial theory screening, skills together with inspiration have a substantial result on technique; 3) Competence together with inspiration have a straight and also indirect result on efficiency. Likewise, with simultaneous and partial hypothesis testing, competency and motivation have a significant effect on employee performance; 4) Discipline has a significant effect on employee performance; & 5) Competence and motivation through discipline have an effect on employee performance.

Keyword: Competence, Motivation, Discipline and Employee Performance

INTRODUCTION

The basic possession as well as function for every single federal government firm are staff members as State Civil Apparatus (ASN) that are the driving pressure in producing

development for the appropriate firm. As a result there is a fantastic requirement for ASN staff members that are experienced, proficient, have capability and also are very affordable in order to have the ability to create the firm in an affordable atmosphere. Success or failing in accomplishing company objectives truly relies on the dependability as well as capacity of staff members in relocating each job device within the company.

Agencies are needed to accomplish efficiency both separately and also in teams. Efficiency is a feature of inspiration and also capability, which is quite required in finishing the jobs of staff members that have a specific level of desire and also degree of capability (Prayogi et al. 2019).

Capability has an extremely essential duty, since capability normally worries an individual's fundamental capability to do a work. Without capability it will certainly be challenging for somebody to finish the job according to the needed requirements. On this basis competency reveals an individual's capacity to be specialist as well as exceptional in a specific area. The greater an individual's capability to execute a job the greater the efficiency will certainly be. Staff member capacities can be boosted by offering chances for workers to establish themselves via official education and learning plus non-formal education and learning such as training (Training) according to their job.

Sutrisno in Maimun, et al., (2023) mentioned that expertise is a capacity that is based upon abilities together with expertise which is sustained by job perspectives plus their application in executing jobs plus operate in the office which describes the defined job demands. Hutapea along with Thoha (2008) mentioned that proficiency is the capability of an individual that has the ability to meet the demands in accomplishing operate in a company after that he can acquire outcomes that satisfy assumptions. Wibowo (2016) claimed that proficiency is the capacity to perform jobs or function based upon understanding, abilities as well as sustained by mindsets that are specific attributes of a worker.

In addition to raising worker abilities with education and learning coupled with training to motivate workers to execute business tasks it is essential to supply inspiration or benefits to staff members that perform their job carefully according to their particular obligations and also features. An individual's drive to function is affected by the requirements that have to be satisfied together with the various degrees of requirements for every worker to ensure that there can be distinctions in inspiration for accomplishment. Besides that, meeting staff members' requirements for solution and also recognition by managers for their job efficiency according to the concepts of justice can inspire their job. Where by enhancing worker inspiration, it is wished that the outcomes of the job appointed to staff members will certainly likewise boost.

Theoretically different professional point of views regarding inspiration generally have wishes, hopes, requirements, objectives purposes, motivation and also rewards. Workers collaborate with the hope of obtaining wages/incomes that can fulfill these requirements. Inspiration emerges from an individual's wish to have what they require. According to Koontz in Moekijat (2011) that inspiration is inspiration plus initiative from within an individual to accomplish or please a requirement or to attain a goal. According to Wibowo (2016) inspiration is essential since with inspiration it is wished that each specific staff member will certainly strive as well as be passionate to attain high job efficiency. Inspiration can be a need that exists in a specific that promotes him to take much better activities.

Primarily inspiration is an individual's psychological problem that motivates an activity plus gives toughness that results in attaining objectives, requires, offers fulfillment or

minimizes discrepancy. Enhancing an individual's inspiration will certainly raise job self-control to make sure that the objectives of the company can be accomplished.

Job self-control is one facet of the job system that a company should take note of to boost the efficiency or performance of a company. According to Hasibuan (2018) self-control is indicated if staff members constantly go and also come home promptly, do all job well, follow all business laws as well as appropriate standards. According to Siagian (2016) self-control is a monitoring activity in its initiatives to supply motivation to its participants to accomplish the needs of numerous guidelines that are enforced. Mangkunegara (2017), stated that work discipline is compliance with work regulations and norms that arise within employees which are implemented with the aim of achieving work targets and maintaining the consistency of their work results.

Workers have high job technique, it is wished that they will certainly have the ability to finish jobs promptly along with exactly to ensure that the arising efficiency will certainly be high. For that reason every organization/agency has efficiency steps to analyze the progression of the job program to be accomplished. Efficiency dimension intends to boost the development of the organization/agency in a much better instructions. According to Rivai coupled with Basri (2015) efficiency is the outcome or general degree of success of an individual throughout a particular duration in accomplishing jobs contrasted to numerous opportunities such as criteria of job outcomes, targets or targets or requirements that have actually been identified in advance and also have actually been equally concurred upon. According to Robbins (2018) efficiency is determined with signs: 1) Quantity of job outcomes, particularly the variety of manufacturing tasks generated or finished. Quantitative dimension includes determining the outcome of a procedure or application of an activity. This associates with the quantity of outcome created. 2) Quality of job outcomes particularly the top quality that have to be created (whether it is excellent or otherwise). Measurable dimension of outcome shows the dimension of the degree of fulfillment that is just how well the option was finished. This associates with the type of outcome. 3) Timeliness particularly whether it matches the prepared time. Timeliness dimension is an unique kind of measurable dimension that identifies the promptness of conclusion of an activity.

Based upon the summary over it shows up that there are still sensations or troubles encountered by staff members in performing their responsibilities to give far better public solutions to the neighborhood specifically there is still an absence of staff member proficiency growth via education and learning and also training there are still workers that do not obtain complete revenue allocations. staff members and also there are still workers that do not adhere to functioning hrs guidelines so that otherwise taken care of effectively it will certainly have an effect on boosting staff member efficiency at the Regional Secretariat of West Tanjung Jabung Regency. Therefore this research study intends to assess the impact of skills as well as inspiration on self-control and also its effect on worker efficiency at the Regional Secretariat of West Tanjung Jabung Regency.

METHOD

This research was conducted on employees at the Regional Secretariat of West Tanjung Jabung Regency, Jambi Province, Indonesia. This research is associative in nature where its use aims to determine the relationship between two or more variables (Sudirman, Osrita and Zahari, 2020). The variables used in this research are Competence (X1), Motivation (X2) as an independent variable (exogenous), and as an intervening variable Discipline (Y), and Performance (Z) as a dependent variable (endogenous). Meanwhile, other variables that are

not measured or researched and have an influence on discipline and performance are referred to as epsilon (e) variables.

The populace in this research were all workers at the Regional Government Secretariat, amounting to 118 workers. Examples were taken utilizing the Slovin formula with a mistake resistance degree of e = 10% to ensure that the variety of examples required in this research study was 55 participants. The tasting strategy makes use of chance tasting with arbitrary tasting strategy. The information collection approach is performed by dispersing surveys to ensure that the sorts of information consist of key information as major information, as well as additional information as sustaining information. The information evaluation made use of is detailed (certified) information evaluation utilizing a Likert range, after that updated to period information (quantifiable). Data analysis techniques are first carried out by testing data for validity and reliability, path analysis, hypothesis testing with the F test and t test. Data processing using SPSS V.22 software.

RESULTS AND DISCUSSION

Test Research Instruments

Validity Test

The Credibility Examination is utilized to establish exactly how much the declaration things created based upon each variable sign of capability, inspiration, self-control plus worker efficiency can be made use of in additional information evaluation in a research study. To put it simply a credibility examination was performed to identify the credibility of the survey utilized in this research study. Legitimacy screening is accomplished by contrasting the r table or r Product Moment with the determined r at a value degree of 0.05% (Ghozali, 2015). In this research, credibility screening was accomplished by contrasting the r table or r Product Moment with the computed r at a value degree of 0.05%. The r table worth initially according to the stipulations of df (N-2). N is the number of information examined. So, to locate the R table worth we utilize the problem: r table = df (55-2) = 0.2656.

The list below are the outcomes of the credibility examination for every research study variable sign.

Table 1. Research Variable Questionnaire Validity Test Results

Items	r-count (X_1)	r-count (X_2)	r-count (Y)	r-count (Z)	r table	Information
Item 1	0.670	0.779	0.864	0.594	0.2656	Valid
Item 2	0.847	0.814	0.927	0.753	0.2656	Valid
Item 3	0.834	0.820	0.627	0.795	0.2656	Valid
Item 4	0.678	0.739	0.536	0.799	0.2656	Valid
Item 5	0.768	0.768	0.775	0.826	0.2656	Valid
Item 6	0.662	0.819	0.927	0.763	0.2656	Valid
Item 7	0.695	0.747	0.858	0.744	0.2656	Valid
Item 8	0.780	0.822	0.874	0.692	0.2656	Valid
Item 9		0.767	0.775	0.686	0.2656	Valid
Item 10		0.710		0.712	0.2656	Valid
Item 11				0.816	0.2656	Valid
Item 12				0.626	0.2656	Valid

Source: Processed Data from SPSS 22.0 Program

The outcomes of the credibility examination of the research study set of questions for every research study variable specifically Leadership design, job setting, inspiration, self-control as well as staff member efficiency can be seen that all things in the study survey have actually a computed r that is higher than the r table.Thus it can be saidall variable set of questions itemsstatedworthwhile of screening or valid. as well as no removal is needed.

Reliability Testing

Dependability screening is planned to evaluate the uniformity of the survey in determining the very same build or the security of the set of questions when utilized once in a while. The uniformity of solutions is revealed by the high or reduced Cronbach's alpha coefficient arising from the screening procedure. If the Cronboach alpha worth is above 0.60 (Ghozali 2015) it shows that the determining tool made use of is reliable/consistent. The list below are the outcomes of the research study variable integrity examination.

Based upon the outcomes of information handling, it is understood that Cronbach's Alpha reveals the integrity coefficient for every variable examined as adheres to:

Table 2. Reliability Test Results for Competency, Motivation, Discipline and Performance Variables

Variable	Cronbach's Alpha	Limits of Tolerance	Information
Competence	0.779	0.60	Reliable
Motivation	0.779	0.60	Reliable
Discipline	0.784	0.60	Reliable
Performance	0.769	0.60	Reliable

Source: Processed Data Through the SPSS 22.0 Program

The reliability coefficient (Cronbach's Alpha) for each variable studied has exceeded 0.60, which is classified as reliable, so it can be said that all variables in this research can be used as measurement instruments.

DescriptiveResearch Variables

Descriptive analysis of the data from this research was used to analyze data on respondents' responses to each variable indicator studied. To make it easier to interpret the results of the respondents' responses, they will be explained based on each variable studied, namely competency, motivation, discipline and employee performance. It was explained in the form of questions asked to 55 respondents. An overview of the scoring results given by the respondents for the four variables, namely. Competency, motivation, discipline and employee performance variables are as follows:

Table 3. Descriptive Analysis Results Variable

No	Variable	Total Score	Scale range	Criteria
1	Competence	1792	1496 – 1847	Competent
2	Motivation	2283	1870 – 2309	Tall
3	Discipline	2052	1683 – 2078	Tall
4	Performance	2743	2508 – 3167	Tall

Source: Primary data, processed 2024

Table 3, showfrom the results of descriptive analysis of data using a Likert scale on respondents' answers to competency variables in the categories of competence, motivation, discipline and employee performance which is classified as high. The results of this research show that every employee has a positive perception of the variable characteristics of competence, motivation, discipline and employee performance at the Regional Secretariat of West Tanjung Jabung Regency.

The results of respondents' answers to the competency variable are included in the "Competent" category with an average score of 224, or a total competency variable score of 1792, which is in the scale range of 1496 - 1847. This condition shows that the competency possessed can increase the employee's ability to carry out daily tasks.

The motivation variable is included in the "High" category with an average score of 228.3, or a total score of 2283, which is in the scale range of 1870 - 2309. This condition

shows that the motivation given to existing employees can support increased employee performance in carrying out daily tasks.

Variable discipline, included in the "High" category with an average score of 228 or a total score of 2052 in the scale range of 1683 - 2078. This condition shows that existing employee discipline can support increased employee performance in carrying out daily tasks.

Variable employee performance is included in the "High" category with an average score of 228.6 or a total performance variable score of 2743, which is in the scale range of 2508 - 3167. This condition shows that employees can support increased performance in carrying out daily tasks.

Path Analysis

Path analysis is used to obtain or see how big the direct and indirect relationship and influence of the independent (exogenous) variable is on the dependent (endogenous) variable. To be able to carry out path analysis data processing, the Statistical Product and Service Solution (SPSS) version 22 program is used.

Based on the results of data processing with SPSS V.22, the beta value of the path coefficient is known as follows:

Table 4. Values Path Coefficient (Beta)

Model	Unstandardized Coefficient		Sig.
	B	Std. Error	
X1 against Y	0.440	0.034	0.541
X2 against Y	0.448	0.032	0.583
X1 against Z	0.761	0.066	0.797
X2 against Z	0.164	0.063	0.182
Y against Z	0.974	0.090	0.829
rx1x2 = 0.469			

Source: Data Processing Results

Based on table 4, a path analysis scheme for the influence of competence and motivation on employee performance through discipline can be created, as in figure 1, below:

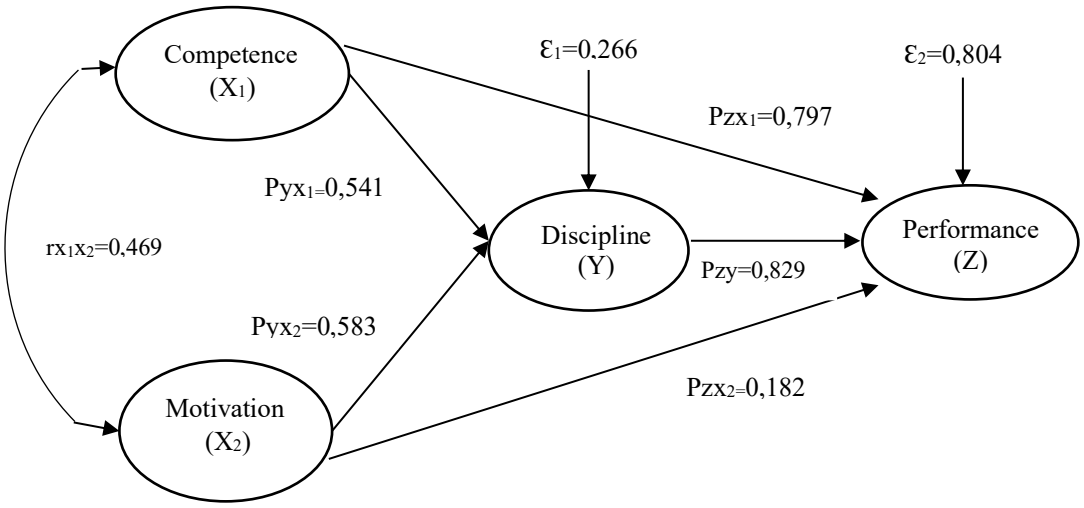


Figure 1. Path Analysis Structure

Based on Figure 1, it is known:

1. The straight impact of (X_1) on (Y) is 29.26%, the indirect impact is 14.79% as well as the complete impact is 44.06%. The straight impact of (X_2) on (Y) is 33.98% the indirect impact is 14.79% as well as the complete impact is 48.78%. The impact of expertise (X_1) on self-control (Y) is smaller sized than the impact of inspiration (X_2) on self-control (Y).
2. The straight effect of (X_1) on (Z) is 63.52% the indirect impact is 6.80% plus the overall impact is 70.32%. The straight effect of (X_2) on (Z) is 3.31% the indirect impact is 6.80% and also the complete impact is 10.11%. The impact of capability (X_1) on staff member efficiency (Z) is higher than the influence of inspiration (X_2) on staff member efficiency (Z).
3. The impact of technique (Y) on efficiency (Z) is 68.72%.
4. The impact of skills (X_1) via self-control (Y) on efficiency (Z) is 35.74% along with the impact of inspiration (X_2) with self-control (Y) on efficiency (Z) is 8.79%. The total influence of competence (X_1) and motivation (X_2) through discipline (Y) on performance (Z), has a total value of 44.54%.

The results of this path analysis show that, the better the competency and motivation, overall through discipline the employee performance at the Regional Secretariat of West Tanjung Jabung Regency will improve.

Hypothesis Testing

Hypothesis screening is performed to see the impact of the independent variable on the reliant variable, either their explanation (F examination) by contrasting the worth of F-count ≥ F-table (3.18) at a mistake degree of 5% (or considerably (t examination) by contrasting the worth of t-count ≥ t-table (2.00575) at a mistake degree of 5% (it can be mentioned that there is a substantial impact of the independent variable on the reliant variable implying that the research study version hypothesis that is constructed can be approved (verified) plus the other way around, the design can be stated not approved (the theory is declined). The outcomes of theory screening in this research study are summed up in the adhering to table.

Table 5. Summary of Calculated F and t Calculated Values

Hypothesis	F-count	t-count	Sig.	Information
X1 and X2 →Y	339,719		0,000	Hypothesis Accepted
X1→Y		12,920	0,000	Hypothesis Accepted
X2→Y		13,937	0,000	Hypothesis Accepted
X1 and X2→Z	106,658		0,000	Hypothesis Accepted
X1→Z		11,467	0,000	Hypothesis Accepted
X2→Z		2,612	0.012	Hypothesis Accepted
Y→Z		10,803	0,000	Hypothesis Accepted

Source: SPSS 22.0 for windows output.

This table reveals that all recommended theories can be approved both all at once plus partially. This implies that proficiency and also inspiration have a substantial impact on self-control plus efficiency, likewise self-control has a considerable impact on efficiency.

Discussion

Overview of Competency, Motivation, Discipline and Performance

Outcomes of detailed evaluation of competency variable information inspiration, self-control together with efficiency remain in the high classification. This problem highlights that the capability had by workers at the Regional Secretariat of West Tanjung Jabung Regency has actually had the ability to produce a great workplace, with high inspiration they can do their job well, to ensure that it can additionally have an effect on boosting efficiency.

The Influence of Competence and Motivation on Discipline

The outcomes of study based upon course evaluation reveal that there is a straight together with indirect impact of the skills as well as inspiration variables on self-control at the Regional Secretariat of West Tanjung Jabung Regency. The impact of the skills variable on technique is 29.26% smaller sized than the impact of inspiration on self-control of 33.98%. This higher impact of inspiration on technique is feasible since high inspiration will certainly have the ability to sustain workers to satisfy their requirements and also perform the jobs provided particularly performing their major obligations and also features.

Based upon the outcomes of theory screening, it was discovered that the skills as well as inspiration variables concurrently had a substantial result on self-control. Partly the skills variable has a substantial result on self-control. In a similar way, the inspiration variable has a considerable impact on worker technique at the Regional Secretariat of West Tanjung Jabung Regency.

Sudarmanto (2018) mentioned that skills is the capacity to accomplish tasks in job or features based on anticipated job criteria. Hence capacity reveals the abilities and also expertise had by an individual in a specific area as one of the most crucial point to ensure that they can function diligently to attain established objectives. Hidayat's study outcomes (2021) mention that skills is a behavior that an individual has in the kind of expertise, abilities plus principles, which is what is required to execute their tasks as well as commitments well.

Work motivation is an important factor that can influence a person's level of work discipline. In this regard, Hasibuan (2018) said that work motivation can be a reason for an employee to implement and comply with regulations, norms and work systems in a company which are carried out consciously or unconsciously with the aim of achieving work targets and work performance. In line with what Hasibuan expressed, Zahari (2015) emphasized that discipline is closely related to motivation, a person will have high discipline if the motivation given is also high enough and satisfying for an employee.

The Influence of Competency and Motivation on Performance.

The outcomes of study based upon course evaluation reveal that there is a straight and also indirect impact of the capability along with inspiration variables on worker efficiency at the Regional Secretariat of West Tanjung Jabung Regency. The impact of the capability variable on worker efficiency is 63.52% above the impact of inspiration on staff member efficiency of 3.31%. The size of the impact of capability on worker efficiency reveals the capacity as well as proficiency of workers to execute tasks specifically in performing major jobs plus features.

Based upon the outcomes of hypothesis screening it was located that the capability and also inspiration variables concurrently had a substantial result on staff member efficiency. Partially the capability variable has a considerable impact on worker efficiency. Likewise, the inspiration variable has a substantial result on staff member efficiency. This problem reveals that skills as well as inspiration can be a criteria for enhancing worker efficiency at the Regional Secretariat of West Tanjung Jabung Regency.

This searching for remains in line with the point of view of Wirawan (2012), efficiency has a causal partnership with proficiency (capability). Efficiency is a feature of skills perspectives and also activities. According to Wibowo (2016) skills is the capability had by an individual to accomplish the job provided to him well.

According to Rahim et alia, (2017) mentioned that a few of the variables that affects efficiency is the inspiration element, where inspiration is a problem that relocates an individual to attempt to attain objectives or accomplish the wanted outcomes. In study by Masriah, et alia, (2022) it was disclosed that inspiration is a vital aspect that can add to

boosting efficiency due to the fact that while of attaining this efficiency staff members require inspiration so they can function harder.

The Effect of Discipline on Performance

Based upon the research study outcomes it reveals that technique affects the efficiency of workers at the Regional Secretariat of West Tanjung Jabung Regency. These searchings for offer an understanding that if workers have high technique in accomplishing their primary obligations plus features after that these staff members will certainly constantly have the ability to give ideal job outcomes for the organization or organization implying that the extra regimented a worker remains in accomplishing the responsibilities of a company the far better their efficiency will certainly be. accomplished.

These searchings for sustain the point of view of Suwatno along with Priansa (2016), staff member job self-control is component of efficiency elements. According to Simanjuntak (2011) function self-control is primarily constantly anticipated to be an attribute of every personnel in a company, since with self-control, the company will certainly run well as well as can attain its objectives well as well. Mangkunegara (2017) specified that job technique is conformity with job policies and also standards that develop within workers which are executed with the purpose of accomplishing job targets along with keeping the uniformity of their job outcomes. In research study by Saputro et al (2024) it was specified that job self-control has a substantial impact on worker efficiency.

The Influence of Competence and Motivation through Discipline on Performance.

Based upon the outcomes of study making use of a course evaluation strategy, it is recognized that the straight impact of proficiency together with inspiration on worker efficiency is 66.83%, while 33.17 is affected by various other elements not reviewed in this research study. On the other hand the impact of proficiency together with inspiration on staff member efficiency via technique has a worth of 44.54%, indicating that the efficiency variable via technique can be affected by ability as well as inspiration just by 44.54%, while 55.46% is identified by various other variables which are not looked into.

These searchings for offer an understanding that increases employee performance must pay even more interest to expertise, inspiration along with technique variables indicating that the greater the proficiency, inspiration and also self-control had by staff members the less complicated it will certainly be for a staff member to execute the tasks of a company according to their primary jobs and also features the efficiency or job outcomes attained will certainly be boosted.

CONCLUSION

1. The condition of employees at the Regional Secretariat of West Tanjung Jabung Regency can be categorized as competent, motivated and disciplined as well as high performance.
2. Competence and motivation have a direct and indirect effect on discipline. Likewise, with simultaneous and partial hypothesis testing, competence and motivation have a significant effect on discipline.
3. Competence and motivation have a direct and indirect effect on performance. Likewise, with simultaneous and partial hypothesis testing, competency and motivation have a significant effect on employee performance.
4. Discipline has a significant effect on employee performance.
5. Competence and motivation through discipline influence employee performance

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