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The Influence of Competency, Work Motivation, and Work Discipline on the Performance of the Ground Crew of the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma

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Abstract: This research aims to prove the influence of competence, work motivation, and work discipline on the performance of Ground Crew in Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma. This research uses a quantitative approach, survey methods and path analysis. The population is 130 of Ground Crews. With a simple random sampling technique, 80 respondents were obtained. Data were analyzed using Excel and SPSS version 25.00. The research results show that: Competence has a direct positive and significant effect on work discipline of 0.412; work motivation has a direct positive and significant effect on work discipline of 0.468; competency has a direct positive and significant effect on performance of 0.369; work motivation has a direct positive and significant effect on performance of 0.291; work discipline has a direct positive and significant effect on performance of 0.281. Implications, to increase the performance of Ground Crews in Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma to improve the competence, work motivation and work disciplin.

Keyword: Competence, Work Motivation, Work Discipline, & Performance.

INTRODUCTION

Human resources are a very important and main factor as a driving force in an organization. Reliable human resources are an asset for an organization or what is now better known as human capital. Human resources have experienced changes compared to previous times, as stated by Dessler: "Strategic human resource management is the linking of human resource management with strategic roles and objectives in order to improve business performance and develop organizational cultures and foster innovation and flexibility" (Samsuddin, 2021). This opinion explains that organizational leaders must link the implementation of human resource management with organizational strategy to improve performance, as well as develop an organizational culture that will support the implementation of innovation and flexibility.

Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma as a unit in the Skadron Udara which is part of the 1st Air Wing demands to have quality human resources. Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma, known as the "VVIP Squadron", has an important role in supporting state duties, especially in transporting high-ranking state officials for state activities. The human resources of the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma as the core of the organization are required to have high performance in carrying out their duties. This is in accordance with the demands for operational readiness of aircraft to support the tasks of transporting high-ranking state officials for state activities.

Skadron Udara 17 is an organization whose human resources are multi-qualified and must continuously prepare quality aircraft crew who are able to meet standard operational procedures for flight activities. Skadron Udara 17 is divided into two qualifications, namely air crew and ground crew. Ground crew is believed to be an important element in determining the process of achieving flight control and service towards zero accidents, including; procedural precision, clarity, task accuracy, security, comfort and discipline. This service requires good performance from the ground crew so that flights are safe and comfortable for passengers. Performance is the result of work in terms of quality and quantity achieved by someone in carrying out their duties in accordance with the responsibilities given to them (Mangkunegara, 2021). If each ground crew has high performance, then the operational activities of the Skadron Udara implementing unit can take place optimally.

Measuring the performance of ground crew personnel as Indonesian Air Force soldiers uses standardized measurements that are determined as the basis for assessing individual soldier performance. This is guided by the Chief of Staff Decree Number: Kep/131/V/2019 dated 31 May 2019 concerning Individual Assessment of the Indonesian Air Force. The results of this assessment will be directly related to the work behavior of the ground crew. It can be seen that the average performance of the ground crew is not optimal. The less than optimal performance of the ground crew was also shown from the results of observations which obtained information that in carrying out their work duties, the ground crew was still not optimal in terms of quantity and quality of work, and were still not careful in aircraft maintenance activities. It often happens that people forget to carry out all aircraft maintenance procedures because they are in a hurry to work. Ground crew also often forget to put tools back after carrying out work. The less thorough nature of the ground crew reflects the ground crew's performance which is not yet optimal.

Based on these problems, the problems of this research can be formulated as follows: (1) Does competence have a direct effect on the work discipline?; (2) Does work motivation have a direct effect on the work discipline?; (3) Does competency have a direct effect on the performance?; (4) Does work motivation have a direct effect on the performance?; and (5) Does work discipline have a direct effect on the performance?

METHOD

The type of research used is quantitative with a survey research design. Research is carried out to study or analyze the influence of one variable on other variables. The variables to be studied consist of 4 (four) variables: (1) competence (X_1), (2) work motivation (X_2), (3) work discipline (X_3), and (4) performance (Y). The population of this study was the Ground Crew of the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma, consisting of 130 personnel. The sampling technique used is simple random sampling. The research sample was taken as many as 100 ground crew, for the research instrument test there were 20 ground crew and for the research test there were 80 ground crew. The data collection technique uses a questionnaire with a Likert scale. Analysis of research data using computer tools, namely the Statistical Package for Social Scienc (SPSS) program. Data analysis carried

out included normality tests, linearity tests, homogeneity tests, hypothesis tests, and path analysis.

RESULTS AND DISCUSSION

This research was measured using a research instrument in the form of a questionnaire with a score scale (rating scale) of 1 to 5, for the performance variable consisting of 22 items, the competency variable consisting of 20 items, the work motivation variable consisting of 20 items, and the work discipline variable consisting of 22 items.

Testing Requirements Analysis

Test analysis requirements in this research include: normality test, linearity test, and homogeneity test.

Normality Test

The statistical test carried out to test the normality of the error distribution in this study was the Kolmogorov-Smirnov test. The results of the data normality test are shown in Table 1.

Table 1. Normality Test Results
One-Sample Kolmogorov-Smirnov Test

		Performance	Competence	Work Motivation	Work Discipline
N		80	80	80	80
Normal Parameters ^{a,b}	Mean	83.71	72.36	79.96	86.26
	Std. Deviation	4.601	4.303	4.166	4.090
Most Extreme Differences	Absolute	.088	.087	.092	.087
	Positive	.065	.087	.069	.087
	Negative	-.088	-.072	-.092	-.073
Test Statistic		.088	.087	.092	.087
Asymp. Sig. (2-tailed)		.200 ^{c,d}	.200 ^{c,d}	.091 ^c	.200 ^{c,d}

Source: Research Results, 2025

Based on the results of Kolmogorov-Smirnov statistical calculations, a significance value (Asymp. Sig.) was obtained for the performance variable of 0.200, the competency variable of 0.200, the work motivation variable of 0.091, and the work discipline variable of 0.200. These four variables have a significance value (Asymp. Sig.) > 0.05. Thus, it can be concluded that the distribution of error scores for the four research variables comes from a normally distributed population.

Linearity Test

The linearity test is a perfect (near perfect) linear relationship between several or all independent variables. The results of the linearity test are shown in Table 2.

Table 2. Linearity Test Results

Path	Sig. Deviation from Linearity	Sig. Table (α)	Conclusion
X ₃ over X ₁	0,255	0,05	Linear
X ₃ over X ₂	0,583	0,05	Linear
Y over X ₁	0,169	0,05	Linear
Y over X ₂	0,093	0,05	Linear
Y over X ₃	0,960	0,05	Linear

Source: Research Results, 2025

Based on the results of linearity test calculations, the scores for variable X₁ (competence) against X₃ (work discipline) obtained a deviation from linearity value of 0.255,

variable against Y (performance) the deviation from linearity value is 0.169, variable X_2 (work motivation) against Y (performance) the deviation from linearity value is obtained 0.093, and variable X_3 (work discipline) against Y (performance) obtained a deviation from linearity value of 0.960. The five variable relationships are greater than $\alpha = 0.05$. Thus it can be concluded that the five relationships between variables have a linear relationship.

Homogeneity Test

The data homogeneity test aims to find out whether the two samples come from a homogeneous population or not. This research's homogeneity test used the Levene test. The homogeneity test results are shown in Table 3.

Table 3. Homogeneity Test Results

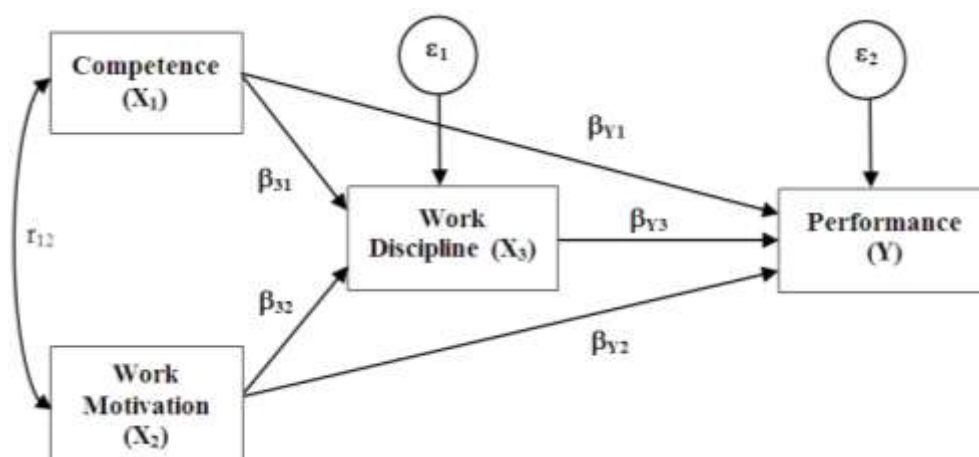
Path	Levene Statistic	df1	df2	Sig.	Conclusion
X_3 over X_1	0,200	1	158	0,655	Homogeneous Data
X_3 over X_2	0,082	1	158	0,868	Homogeneous Data
Y over X_1	0,490	1	158	0,485	Homogeneous Data
Y over X_2	0,974	1	158	0,325	Homogeneous Data
Y over X_3	1,333	1	158	0,250	Homogeneous Data

Source: Research Results, 2025

Based on the results of the homogeneity test calculation for the variable score X_1 (competence) against X_3 (work discipline), the value Sig. of 0.655, the variable X_2 (work motivation) against X_3 (work discipline) obtained a Sig value. of 0.868, the variable X_1 (competence) against Y (performance) obtained a Sig value. of 0.485, the variable X_2 (work motivation) against Y (performance) obtained a Sig value. of 0.974, and the variable X_3 (work discipline) against Y (performance) obtained a Sig value. of 0.250. The five variable relationships are greater than $\alpha = 0.05$. Thus it can be concluded that the five relationships between variables come from a homogeneous population.

Structural Model and Matrix Between Variables

The structural model of competency analysis (X_1), work motivation (X_2), and work discipline (X_3) on performance (Y), is displayed in Figure 1.



Source: Research Results, 2025

Figure 1. Structural Model of Relationships Between Variables

Path analysis is used to analyze the pattern of influence between variables with the aim of determining the direct or indirect influence of a set of independent variables (exogenous)

on the dependent variable (endogenous). This path analysis technique will be used to test the magnitude of the contribution shown by the path coefficient on each path diagram of the causal influence between variables X_1 , X_2 , and X_3 on Y . In this research, path analysis is divided into two substructures, namely substructure 1 and substructure 2.

Causal Relationship Model Between Substructure Variables 1

The causal relationship between variables in Substructure 1 consists of an endogenous variable, namely X_3 (work discipline), and two exogenous variables, namely X_1 (competence) and X_2 (work motivation). The results of calculating and testing the path coefficient in substructure 1 are shown in Table 4.

Table 4. Substructure t-test 1 Effect of Variables X_1 and X_2 on X_3
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	21.201	5.657		3.748	.000
Competence	.392	.085	.412	4.599	.000
Work Motivation	.459	.088	.468	5.219	.000

a. Dependent Variable: WORK DISCIPLINE

Source: Research Results, 2025

Based on the table above, it can be seen that the standardized coefficients beta value for the competency variable has a path coefficient value of 0.412, while the work motivation variable has a path coefficient value of 0.468. The results of calculating the correlation coefficient in substructure 1 are shown in Table 5.

Table 5. Model Summary Substructure 1
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.797 ^a	.635	.626	2.501

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

Source: Research Results, 2025

The coefficient of determination (Adjusted R Square) is the percentage contribution of the two exogenous variables (competence and work motivation) to the endogenous variable (work discipline) of 0.626. This shows that the magnitude of the influence of the work discipline value variable (X_3) is explained by competence and work motivation of 0.626. Meanwhile, the residual coefficient ($1 - R^2$) obtained a value of 0.612, which means that the number of variants of competency and work motivation variables that were not examined in the model and had no effect on the work discipline variable was 0.612. This fairly high residual value gives the conclusion that not only competence and work motivation influence work discipline, but there are several other variables that also influence work discipline. Thus the substructure equation 1 is $X_3 = 0.612 + 0.412 X_1 + 0.468 X_2$.

Model of Causal Relationships Between Substructure Variables 2

The causal relationship between variables in Substructure 2 consists of an endogenous variable, namely Y (performance), and three exogenous variables, namely X_1 (competence), X_2 (work motivation), and X_3 (work discipline). The results of calculating and testing the path coefficient in substructure 2 are shown in Table 6.

Table 6. Substructure t-test 2 Effect of Variables X_1 , X_2 , X_3 on Y Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.167	6.268		.346	.731
	Competence	.394	.098	.369	4.022	.000
	Work Motivation	.322	.104	.291	3.083	.003
	Work Discipline	.317	.116	.281	2.727	.008

a. Dependent Variable: PERFORMANCE

Source: Research Results, 2025

Based on the table above, it can be seen that the standardized coefficients beta value for the competency variable has a path coefficient value of 0.369, the work motivation variable has a path coefficient value of 0.291, and the work discipline variable has a path coefficient value of 0.281. The results of calculating the correlation coefficient in substructure 2 are shown in Table 7.

Table 7. Model Summary Substructure 2 Model Summary

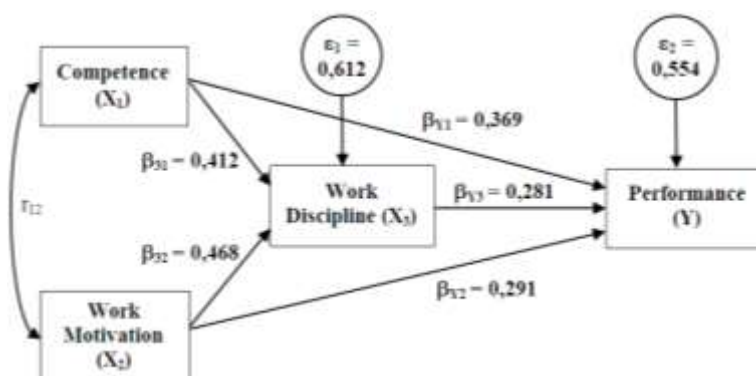
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.840 ^a	.705	.693	2.548

a. Predictors: (Constant), Work Discipline, Competence, Work Motivation

Source: Research Results, 2025

The coefficient of determination (Adjusted R Square) is the percentage contribution of the three exogenous variables (competence, work motivation, work discipline) to the endogenous variable (performance) of 0.693. This shows that the magnitude of the influence of the performance value variable (Y) is explained by competence, work motivation and work discipline of 0.693. Meanwhile, the residual coefficient (ϵ_2) obtained a value of 0.554, which means that the number of variants of competency, work motivation and work discipline variables that were not examined in the model and had an effect on the performance variable was 0.554. This fairly high residual value gives the conclusion that not only competence, work motivation and work discipline influence performance, but there are several other variables that also influence performance. Thus the substructure equation 2 is $Y = 0.554 + 0.369 X_1 + 0.291 X_2 + 0.281 X_3$.

Based on the results of the analysis of substructure 1 and substructure 2, the relationship path diagram between variables in this study can be displayed in Figure 2.



Source: Research Results, 2025

Figure 2. Causal Relationship of Variables X_1 , X_2 and X_3 to Y

Based on the results of the path coefficient calculation, coefficient model, substructure 1 obtained two path coefficients, namely $\beta_{31} = 0.412$ and $\beta_{32} = 0.468$ and substructure 2 obtained three path coefficients, namely $\beta_{y1} = 0.369$; $\beta_{y2} = 0.291$; $\beta_{y3} = 0.281$. In detail, the results of calculating the path coefficients for substructure 1 and substructure 2 are presented in Table 8.

Table 8. Correlation Coefficient Matrix and Path Coefficient Between Variables

No	Path	Path Coefficient (β)	t_{count}	$t_{\text{table}} (0,05)$	Sig.	Test Decision
1	β_{31}	0,412	4,599	1,99	0,000 ($< 0,05$)	X_1 has a direct positive and significant effect on X_3
2	β_{32}	0,468	5,219	1,99	0,000 ($< 0,05$)	X_2 has a direct positive and significant effect on X_3
3	β_{Y1}	0,369	4,022	1,99	0,000 ($< 0,05$)	X_1 has a direct positive and significant effect on Y
4	β_{Y2}	0,291	3,083	1,99	0,003 ($< 0,05$)	X_2 has a direct positive and significant effect on Y
5	β_{Y3}	0,281	2,727	1,99	0,008 ($< 0,05$)	X_3 has a direct positive and significant effect on Y

Source: Research Results, 2025

Hypothesis Testing

First Hypothesis, tests the influence of the competency variable (X_1) on work discipline (X_3). The calculation results obtained the path coefficient value (β_{31}) = 0.412 with $t_{\text{count}} = 4.599$ and at the real level $\alpha = 0.05$ obtained $t_{\text{table}} (0.05) = 1.99$ for $n = 80$, and the value of Sig. = 0.000, because the value of $t_{\text{count}} (4.599) > t_{\text{table}} (1.99)$ and the value of Sig. (0.000) < 0.05 , then reject H_0 , thus the path coefficient is significant. These findings show that competence has a direct positive and significant effect on work discipline.

Second Hypothesis, tests the influence of work motivation variables (X_2) on work discipline (X_3). The calculation results obtained the path coefficient value (β_{32}) = 0.468 with $t_{\text{count}} = 5.219$ and at the real level $\alpha = 0.05$ obtained $t_{\text{table}} (0.05) = 1.99$ for $n = 80$, and the value of Sig. = 0.000, because the value of $t_{\text{count}} (5.219) > t_{\text{table}} (1.99)$ and the value of Sig. (0.000) < 0.05 , then reject H_0 , thus the path coefficient is significant. These findings show that work motivation has a direct positive and significant effect on work discipline.

Third Hypothesis, tests the influence of the competency variable (X_1) on performance (Y). The calculation results show that the path coefficient value (β_{Y1}) = 0.369 with $t_{\text{count}} = 4.022$ and at the real level $\alpha = 0.05$, $t_{\text{table}} (0.05) = 1.99$ for $n = 80$, and the Sig. = 0.000, because the value of $t_{\text{count}} (4.022) > t_{\text{table}} (1.99)$ and the value of Sig. (0.000) < 0.05 , then reject H_0 , thus the path coefficient is significant. These findings show that competence has a direct positive and significant effect on performance.

Fourth Hypothesis, tests the influence of work motivation variables (X_2) on performance (Y). The calculation results show that the path coefficient value (β_{Y2}) = 0.291 with $t_{\text{count}} = 3.083$. and at the real level $\alpha = 0.05$, we get $t_{\text{table}} (0.05) = 1.99$ for $n = 80$, and the Sig value. = 0.003, because the value of $t_{\text{count}} (3.083) > t_{\text{table}} (1.99)$ and the value of Sig. (0.003) < 0.05 , then reject H_0 , thus the path coefficient is significant. These findings show that work motivation has a direct positive and significant effect on performance.

Fifth Hypothesis, tests the influence of the work discipline variable (X_3) on performance (Y). The calculation results show that the path coefficient value (β_{Y3}) = 0.281 with $t_{\text{count}} = 2.727$ and at the real level $\alpha = 0.05$, $t_{\text{table}} (0.05) = 1.99$ for $n = 80$, and the value of Sig. = 0.008, because the value of $t_{\text{count}} (2.727) > t_{\text{table}} (1.99)$ and the value of Sig. (0.008) $<$

0.05, then reject H_0 , thus the path coefficient is significant. These findings show that work discipline has a direct positive and significant effect on performance.

The results of the analysis and statistical tests on the proposed hypotheses are presented as a summary of the results of hypothesis testing in Table 9.

Table 9. Recapitulation of Hypothesis Testing Results

No	Hypothesis	Statistic Test	Decision	Conclusion
1	The influence of X_1 on X_3	$H_0 : \beta_{31} = 0$ $H_1 : \beta_{31} > 0$	H_0 rejected H_1 accepted	Direct positive and significant effect
2	The influence of X_2 on X_3	$H_0 : \beta_{32} = 0$ $H_1 : \beta_{32} > 0$	H_0 rejected H_1 accepted	Direct positive and significant effect
3	The influence of X_1 on Y	$H_0 : \beta_{Y1} = 0$ $H_1 : \beta_{Y1} > 0$	H_0 rejected H_1 accepted	Direct positive and significant effect
4	The influence of X_2 on Y	$H_0 : \beta_{Y2} = 0$ $H_1 : \beta_{Y2} > 0$	H_0 rejected H_1 accepted	Direct positive and significant effect
5	The influence of X_3 on Y	$H_0 : \beta_{Y3} = 0$ $H_1 : \beta_{Y3} > 0$	H_0 rejected H_1 accepted	Direct positive and significant effect

Source: Research Results, 2025

Discussion

First, competency (X_1) has a direct effect on work discipline (X_3). The results of the research findings show that the first hypothesis is accepted as true, thus competence has a direct positive and significant effect on work discipline. This provides empirical confirmation and interpretation of the importance of paying attention to increasing competence to improve work discipline. If competency increases, the Ground Crew will have knowledge, understanding, skills, values, attitudes and interests, so that work discipline will increase. Competence is a characteristic that underlies a person and is related to the effectiveness of an individual's performance in their work. Someone who has competence will be able to act in accordance with the correct rules and procedures, so that someone who has competence will have high discipline. Theoretically, the results of this research are in line with research by Utomo & Widodo (2024), Wanda & Dirwan (2024), which concluded that competence has a positive and significant influence on work discipline.

Based on the analysis above, theoretically and empirical evidence carried out in this research shows that competence has a direct positive and significant effect on the work discipline of the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma.

Second, work motivation (X_2) has a direct effect on work discipline (X_3). The results of the research findings show that the second hypothesis is accepted as true, thus work motivation has a direct positive and significant effect on work discipline. This provides empirical confirmation and interpretation of the importance of paying attention to increasing work motivation to improve work discipline. If work motivation increases, the Ground Crew will have encouragement or driving force that creates enthusiasm for a person's work, so that they are willing to collaborate, work effectively, and integrate with all their efforts to carry out work, reflected in the direction of behavior, level of effort (level of effort), and level of persistence, so that work discipline will increase. Motivation is something that creates enthusiasm or encouragement to work. Motivation is the provision of driving force that creates enthusiasm for someone's work, so that they are willing to cooperate, work effectively, and integrate with all their efforts to achieve goals. Someone who has strong enthusiasm and drive from within will be more organized in their attitudes and actions, which means that someone who has high motivation will have high work enthusiasm and discipline. Theoretically, the results of this research are in line with research by Utomo & Widodo

(2024), Ardiansyah & Retno (2021) which concluded that work motivation has a positive and significant influence on work discipline.

Based on the analysis above, theoretically and empirical evidence carried out in this research shows that work motivation has a direct positive and significant effect on the work discipline of Ground Crew in the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma.

Third, competency (X_1) has a direct effect on performance (Y). The results of the research findings show that the third hypothesis is accepted as true, thus competence has a direct positive and significant effect on performance. This provides empirical confirmation and interpretation of the importance of paying attention to increasing competence to improve performance. A person who has high competence will consistently develop values, methods, and work behavior in completing work that can be used as a reference or common guide in the implementation and achievement of work. All of this ultimately provides added value to the organization in the form of achieving organizational goals. Theoretically, the results of this research are in line with the research results of Utomo & Widodo (2024), Norontoko & Sandy (2021), Widyanto & Permatasari (2023), Wanda & Dirwan (2024), Fuadi & Said (2022), Ahmad & Rosmajudi (2023), which concludes that competence has a positive and significant influence on performance.

Based on the analysis above, theoretically and empirical evidence carried out in this research shows that competence has a direct positive and significant effect on the performance of Ground Crew in the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma.

Fourth, work motivation (X_2) has a direct effect on performance (Y). The results of the research findings show that the fourth hypothesis is accepted as true, thus work motivation has a direct positive and significant effect on performance. This provides empirical confirmation and interpretation of the importance of paying attention to increasing work motivation to improve performance. Motivation is something that creates enthusiasm or encouragement to work. Motivation is the provision of driving force that creates enthusiasm for someone's work, so that they are willing to cooperate, work effectively, and integrate with all their efforts to achieve satisfaction. Theoretically, the results of this research are in line with the research results of Utomo & Widodo (2024), Pristya & Yosepha (2023), Fuadi & Said (2022), Supriyono (2021), which concluded that work motivation has a positive and significant influence on performance.

Based on the analysis above, theoretically and empirical evidence carried out in this research shows that work motivation has a direct positive and significant effect on the performance of Ground Crew in the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma.

Fifth, work discipline (X_3) has a direct effect on performance (Y). The results of the research findings show that the fifth hypothesis is accepted as true, thus work discipline has a direct positive and significant effect on performance. If the Ground Crew of the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma has a high level of work discipline, then the Ground Crew will have optimal performance. This provides empirical confirmation and interpretation of the importance of paying attention to increasing work discipline to improve performance. If work discipline increases, the Ground Crew will have an attitude of voluntary willingness to obey and obey all the regulations that have been set, carry out obligations and not violate them, and carry out the norms that apply in the organizational environment, reflected in time discipline, regulatory discipline, and responsibility discipline, so performance will increase. Theoretically, the research results are in line with the research results of Utomo & Widodo (2024), Widyanto & Permatasari (2023), Wanda & Dirwan (2024), Suyadi & Madawanto (2021), Sentanu (2023), Ahmad &

Rosmajudi (2023), which concluded that work discipline has a positive and significant influence on performance. Discipline is a person's willingness and willingness to obey and comply with all regulatory norms that apply in the organization. Good discipline reflects the extent of a person's responsibility for the tasks assigned to him. This encourages work enthusiasm, work enthusiasm, and the realization of organizational goals. Discipline will reflect strength, because usually someone who is successful in their work is those who have high discipline.

Based on the analysis above, theoretically and empirical evidence carried out in this research shows that work discipline has a direct positive and significant effect on the performance of Ground Crew in the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma.

CONCLUSION

1. Competency has a direct positive and significant effect on the work discipline of Ground Crew in the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma by 0.412.
2. Work motivation has a direct positive and significant effect on the work discipline of Ground Crew in the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma of 0.468.
3. Competency has a direct positive and significant effect on the performance of Ground Crew in the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma by 0.369.
4. Work motivation has a direct positive and significant effect on the performance of Ground Crew in the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma by 0.291.
5. Work discipline has a direct positive and significant effect on the performance of Ground Crew in the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma by 0.281.

This research has implications for the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma, namely knowing empirical data about the influence of competence, work motivation and work discipline on the performance of the Ground Crew. Ground Crew of the Skadron Udara 17 Pangkalan TNI Angkatan Udara Halim Perdanakusuma will further improve their work discipline through increasing competence and work motivation, while improving performance can be sought through increasing competence, work motivation and work discipline. Through testing the five hypotheses proposed in this research, it shows that: First, the work discipline of the Ground Crew will be higher, if the competence and work motivation of the Ground Crew increases; Second, the work performance of the Ground Crew will be higher, if competence increases, work motivation increases, and Ground Crew work discipline also increases.

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