



Scientia pro Virtute

Scientium Management Review
ISSN : 2962-8328
E-ISSN : 2962-6323
Pp : 507-521
Volume 2 No 2. 2023



THE INFLUENCE OF WORK MOTIVATION AND COMPETENCE ON EMPLOYEE PERFORMANCE IN MIDDLE SCHOOLS VOCATIONAL SCHOOL (SMK) – MIDDLE SCHOOL CHEMICAL ANALYSIS (SMAK) MAKASSAR

Febrianti Nur¹, Musran Munizu², Wahdah³

¹Magister of Management, Faculty of Economics and Business, Hasanuddin University;
febyfebrianti29@gmail.com

²Faculty of Economics and Business, Hasanuddin University;
mz.feunhas@yahoo.com

³Faculty of Economics and Business, Hasanuddin University;
iwarasjid@gmail.com

Abstract

Human resources or employees are an important factor for every organization, because without human resources the goals and objectives of an organization or company will not be achieved as planned. Human resources are not only seen as an element of production but also as humans who have emotions and personalities that can be used as a force to drive an organization or company. The purpose of this study was to analyze the effect of work motivation and competence on employee performance at SMK - SMAK Makassar City. The total population in this study were all employees of Makassar City Vocational High Schools, totaling 59 people. The sample used in this study is the entire population of 59 people because the total population is below 100. This research was conducted using a survey approach, the type of research conducted was descriptive quantitative. Data collection was carried out using questionnaires, literature and observation. Data analysis used descriptive and inferential statistics (multiple linear regression). The results of this study indicate that simultaneously the variables of work motivation and competence have a positive and significant effect on employee performance at SMK - SMAK Makassar city. While partially, work motivation has a positive and significant effect on employee performance. Likewise, competence has a positive and significant effect on employee performance. Data analysis used descriptive and inferential statistics (multiple linear regression). The results of this study indicate that simultaneously the variables of work motivation and competence have a positive and significant effect on employee performance at SMK - SMAK Makassar city. While partially, work motivation has a positive and significant effect on employee performance. Likewise, competence has a positive and significant effect on employee performance. Data analysis used descriptive and inferential statistics (multiple linear regression). The results of this study indicate that simultaneously the variables of work motivation and competence have a positive and significant effect on employee performance at SMK - SMAK Makassar city. While partially, work motivation has a positive and significant effect on employee performance. Likewise, competence has a positive and significant effect on employee performance.

Keywords : *work motivation, competency and employee performance*

A. INTRODUCTION

The era of globalization is a challenge for Human Resource Management because it is an era of human resource competition between nations. Therefore, it is an obligation for Human Resource Management to improve the

quality of human resources as a whole, be it spiritual moral quality, intellectual quality or physical quality so that they are able to face future challenges.

Human resources or employees are an important factor for every organization, because without human resources the goals and objectives of an organization or company will not be achieved as planned. Human resources are not only seen as an element of production but also as humans who have emotions and personalities that can be used as a force to drive an organization or company.

In general, every organization, both government and non-government, tries to improve itself in order to improve the competence of its human resources. This is intended to deal with increasingly competitive and demanding work dynamics to provide an increase in performance that satisfies the parties served. Improving employee competency is not an easy thing to do, because you will be faced with various challenges and obstacles, and this must be addressed first. For this reason, every organization, both government and private institutions must strive to improve the competence of its human resources through the development of formal and formal education, increasing skills, participating in various forms of training, and trying to motivate them to improve their performance.

If these elements can be implemented or owned by an institution, it will have an impact on improving employee performance in that organization. Increasing employee competence aims to make employees in an organization reliable, independent and professional employees.

Competence is a combination of knowledge, ability, and application in carrying out tasks in the workplace. Competent employees will be able to carry out their duties professionally (Naim, 2009).

The reality on the ground shows that, even though employees have been included in various competency-related training, compensation has been given in relation to the competencies they should have developed. However, the performance or work results of these employees have not provided the maximum results as expected. In fact, there is not much news stating that the competence of employees today is increasingly apprehensive.

One factor that should not be underestimated in terms of improving employee performance is motivation. This factor can affect the achievement of increased performance. Work motivation is a driving force for employees to want to work actively and seriously in order to achieve the desired goals. Motivation is needed for everyone to carry out activities or work. Motivation arises with the presence of several needs that are not met, causing pressure or a sense of dissatisfaction that encourages the creation of high employee performance.

The reality on the ground shows that there is a tendency for employee motivation to be low. This can be seen in their daily activities, where they are sometimes not enthusiastic about working. They are sometimes less enthusiastic about catching up with students in learning. On the other hand, lack of motivation can be a cause for the failure of organizational activities, especially in teacher training organizations.

Performance (job performance) is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2009). Thus, employee performance is the result achieved by employees in carrying out the tasks assigned

charged to him based on skill, experience and sincerity as well as the use of time. Efforts to improve performance are usually done by giving motivation.

In general, the quality of education in Indonesia can be said to be still quite low. The low quality of education can be caused by various factors, both internal and external to schools. The internal school factors that can affect the quality of education include the low quality of educators/teachers and the applicable curriculum resulting in low effectiveness of the teaching and learning process, inadequate facilities and infrastructure, uneven distribution of teachers, and so on.

External factors that affect the quality of education in schools include the role of parents, society in general and the government that have not been optimal and work together to support the development of quality education. To realize the goals mandated by the Law on the National Education, the government outlines a program for developing a basic education system to higher education (formal education), non-formal education and informal education. As part of the national education system, vocational high schools (SMK) are secondary education. which prepares students especially to work in certain fields, can adapt in the work environment, can see job opportunities and can develop themselves in the future.

The goals of the Vocational High School (SMK) are realized with a curriculum structure that contains three programs, namely normative, adaptive and productive programs. SMK – SMAK Makassar as one of the National Standard Schools (SSN) has quite a big responsibility. This school is expected to be an example of a real manifestation of the school referred to in the National Education Standards and become a reference or reference for schools in the city of Makassar in developing themselves. SSN functions as a benchmark for schools in developing good and quality education services.

This ideal condition has not been fully realized. Employee performance is still not as expected. The quality of human resources, especially teachers, still needs to be improved. The achievement of teacher work both in terms of quality, quantity, efficiency and effectiveness of work that supports the quality of students is still a phenomenon that continues to be pursued .

In fact, there are quite a number of factors that are considered to have an influence on improving employee performance. However, according to observations in the field, it seems that employee motivation and employee competency factors are in the spotlight that must get serious attention. These two factors are seen as in dire need of more handling. seriously so that employee performance in the future can be proud of.

Based on the explanation above, the factors that can affect performance are employee competence and motivation. Given the heavy tasks carried out by a teacher, it is appropriate for the teacher to get many things that can raise his enthusiasm (motivation) and feel satisfied with his work. This is important, because a teacher will produce good performance if they have high work ability (competence) and have high work motivation.

Based on the background above, the researcher is interested in examining the effect of work motivation and competence on employee performance at SMK - SMAK Makassar.

B. LITERATURE REVIEW

1. Definition of Human Resources

Human resource management is a science or a way of managing the relationship and role of resources (labor) owned by individuals in an efficient and effective manner and can be used optimally so that goals (goals) with the company, employees and society are maximized. HRM is based on the concept that every employee is a human being, not a machine and not merely a business resource.

According to Buchari Zainun (2001), human resource management is an important part, it can even be said that management is essentially human resource management is synonymous with management itself. Human resource management is a process of dealing with various problems within the scope of employees, clerks, laborers, managers and other workers to be able to support the activities of an organization or company in order to achieve predetermined goals.

According to Flippo in Handoko (2001) suggests that human resource management is planning, organizing, directing, and supervising procurement activities, providing compensation, integrating, maintaining, and releasing human resources in order to achieve various individual, organizational and community goals.

Meanwhile, according to French in Handoko (2001) that personnel management as withdrawal, selection, development, use and maintenance of human resources by the organization.

2. Definition of Motivation

Motivation means giving motives, hoarding motives or things that give rise to encouragement or circumstances that give rise to encouragement. Motivation can also be interpreted as a factor that encourages people to act in a certain way. Work motivation is something that creates encouragement or enthusiasm for work (Manullang, M and Manullang, M, 2008).

According to Robbins, SP and Judge, TA (2008), motivation is a process that explains the intensity, direction and persistence of an individual to achieve his goals. According to Darmawan, D (2013), Motivation is a psyche that encourages, activates or moves to channel one's behavior, attitudes and actions which are always associated with achieving goals, both organizational goals and personal goals.

The concept of motivation according to Wibowo (2012), Motivation is the impetus for a series of processes of human behavior in achieving goals, where motivation includes elements of arousing, directing, maintaining, showing intensity, being continuous and having goals. Meanwhile, according to Sunyoto (2013), work motivation is a condition that encourages individual desires to carry out certain activities to achieve their desires.

From some of the definitions above, it can be concluded that motivation is encouragement or enthusiasm for work in carrying out a job or activity associated with achieving organizational goals and personal goals.

According to Robbins, SP and Judge, TA (2008), motivation itself appears in two basic forms, namely: (1) Intrinsic motivation, is a process that arises within a person who will encourage to act in order to achieve what is desired so that he

can giving satisfaction and (2) extrinsic motivation, is the overall giving of a mover from one person to another so that they want to act in achieving goals.

Motivation contains three very important things, namely: (1) Motivation is directly related to efforts to achieve goals and various organizational goals, (2) Motivation is a process of linkage between effort and satisfaction of certain needs and (3) Understanding the motivation of the needs in question is internal to someone who cause the results of a particular business to be interesting (Sutrisno, E, 2011).

Motivation comes from within humans, therefore organizational leaders need to create conditions where workers can motivate themselves. Leaders need to give reasons to workers to believe in themselves and the organization they work for (Wibowo, 2012).

Providing motivation to employees aims, among other things, to encourage employee passion and enthusiasm, increase employee morale and job satisfaction, increase employee work productivity, maintain employee loyalty and stability, increase discipline, reduce absenteeism, create good working relationships, increase employee participation and increase employee responsibilities towards their job duties (Sunyoto, 2013).

3. Definition of Competence

Competence is a set of knowledge, skills, behaviors that a person must have in carrying out his duties (Pramudyo, 2010). Competence is a combination of skills, knowledge, creativity, and a positive attitude towards certain jobs which is manifested in performance. Competence is the character of a worker who is able to produce the best performance compared to others.

Competence is also defined as basic characteristics consisting of skills, knowledge and other personal attributes that are able to distinguish someone who only does and does not do (Moeheriono, 2009:4). According to Sutrisno, (2011), competence is an ability that is based on skills and knowledge supported by work attitudes and their application in carrying out tasks and work in the workplace that refers to the specified work requirements.

According to Moeheriono (2009), individual competencies are grouped into two, namely: (1) Minimum competence (threshold competence), namely basic competencies that must be possessed by a person, for example the ability of knowledge or basic skills such as reading and writing and (2) Differentiating competence) is a competency that distinguishes someone with high or low performance from other employees, for example someone who has a high motivational orientation usually pays attention to goals beyond what is targeted by the organization in work standards.

Competences can be sorted according to strata, namely: (1) Main competencies are core competencies that are linked to organizational strategy so that all employees in the organization must have them, (2) Managerial competencies are competencies that reflect managerial activities and performance required in certain roles, (3) Functional competence is a competency that describes the ability of a particular role and relates to professional or technical skills (Wibowo, 2012).

According to Spencer and Spencer in Sutrisno, E (2011), there are five aspects of competency characteristics, namely: (1) Motives are a person consistently thinking so that he takes action, (2) Traits are traits that make people behave or respond to something in a certain way, (3) Self-concept (self-concept)

is the attitude and values that a person has, (4) Knowledge (knowledge) is information that a person has for a particular field of substance and (5) Skills (skills) is the ability to carry out certain tasks physically and mentally.

According to Moehariono (2009), competent employees are individuals who have knowledge, skills, attitudes and behavior in accordance with job requirements so that they can participate actively in the workplace. In detail, there are five competency dimensions that must be possessed by all individuals.

4. Performance

According to Mangkunegara (2001) Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him.

In various literature in the field management and enough psychology Lots definition of motivation which is offered by para expert. Will but deep this discussion definition motivation begins with an overview against some principal characteristics motivation. On basically there are three principal characteristics motivation, namely: (1) effort, (2) will strong, (3) direction or goals (Erpurini, 2019; YK Sari et al., 2022). Motivation as a process that explains intensity, direction and persistence an individual to achieve objective. Based on that opinion can be concluded that; (1) Motivation work is that part urgent in a which organization serve as tool for achievement of objectives or target Which want to achieve, (2) Motivation pregnant work two goals main in individual self that is to meet need or personal wish and goals organization, and (3) Motivation that work given to someone only effective when in the one's self it has trust or belief to advance and it worked in organization. Motivation Work is something arousing someone's spirit For work, so want to work same, work in a manner effective, and integrate with every effort to achieve satisfaction. The more high enthusiasm employee then will be more efficient employees the Work.

Tika Pabundu (2006) defines performance as function results one's work/activities or groups in a which organization influenced by various factors to achieve organization goals in period time certain.

Wibowo (2007) Performance is the result which job have a relationship strong with strategic goals organization, satisfaction consumers, and give contribution on the economy. With thus, performance is about doing work and result Which achieved from work the. Performance is about What is done and How how to do it, According to Prawirosentono (1999) performance is the result that work can achieved by someone or group of people in a organization, accordingly with authority and responsibility answer each, in effort framework achieving goals organization related legally, no breaking the law, and according to morals nor ethics. Still in the book the same, Miners (1990) stated that performance is how someone expected can work and behave in accordance with the which task has been charged to her.

C. RESEARCH METHODS

The research lasted for approximately two months and the research locations were carried out at Makassar Vocational Schools. The selection of this location was

carried out on the basis of the ease of obtaining data because the researcher is an employee at the office.

a) Data Types and Sources

1. Data Type

The types of data used by the authors in this study are as follows:

- a. Qualitative Data, is data obtained in the form of written statements or information provided by Makassar Vocational High Schools.
- b. Quantitative data, is in the form of numbers that can be counted and related to the problem under study.

2. Data source

The data sources used by the author in this study are as follows:

- a. Primary Data, namely data obtained by conducting direct observations and interviews with leaders and employees who are relevant to the object of writing, and obtained from respondents by filling out the questionnaire that has been provided.
- b. Secondary data, namely data obtained by collecting documents and literature that are closely related to this writing.

b) Population And Sample

The population in this study is the total number of employees at Makassar Vocational High Schools as many as 59 people. The population in this study was less than 100, so the entire population, totaling 59 people, was used as a sample.

c) Data collection technique

Data collection techniques used in this study are as follows:

1. Participatory observation, namely the researcher is involved with the daily activities of the person being observed. Collecting data by making direct observations of matters relating to the object under study;
2. The questionnaire is by using a list of questions or statements that have been prepared according to the research variables which are distributed to all respondents;
3. Documentation is a record of events that have passed in the form of writing, drawings and monumental works of a person. This study uses documents in the form of writing and pictures.

Data Analysis Method

This research uses a quantitative descriptive approach. Data analysis to test the research data was carried out using analytical methods that is :

1. Descriptive Analysis

Descriptive analysis is used to analyze data by describing or describing sample data. This study describes descriptively the characteristics of the sample or respondents and the research variables through the distribution of frequencies, averages and percentages.

2. Research Instrument Test Analysis

a. Validity test

Validity is a measure that shows the levels of validity or validity of an instrument. The instrument is said to be valid if it is able to measure what is desired and can reveal data from the variables studied appropriately with the method of the degree

of relationship between two or more variables called the Pearson Product Moment Correlation (Usman, H and Akbar, RPS,2006:197). The results of the validity test by consulting the critical value r table, where if the r count value > the critical value r product moment table, then the instrument is declared valid.

b. Reliability Test

Reliability is an instrument that can be trusted enough to be used as a data collection tool because the instrument is good. A good instrument is not tendentious in directing respondents to choose certain answers. According to Sugiyono (2012), instrument reliability testing can be carried out externally by testing stability, equivalent or a combination of both and internally by analyzing items on the instrument with certain techniques. The reliability test is determined by the Cronbach's Alpha coefficient with the condition that the instrument is reliable if it has a Cronbach's Alpha coefficient $\alpha \geq 0.60$.

3. Data analysis

The influence of organizational competence and motivation on employee performance is carried out quantitatively using multiple linear correlations. Statistically proving the relationship between the influence of the independent variables on the dependent variable is used multiple linear regression analysis at a confidence level of 95% or $\alpha = 0.05$. The multiple linear regression formula is as follows (Semmaila, B and Sinring, B, 2013: 196).

$$Y = b_0 + b_1X_1 + b_2X_2 + e_i$$

Where: Y is Employee Performance

b_0 is a Constant

X_1 is Work Motivation

X_2 is Competence

b_1, b_2 are the regression coefficients

e_i is term error (5%)

The use of the multiple linear regression test model will help to identify each independent variable studied, so that it can be seen which of the independent variables greatly influences the dependent variable either simultaneously or partially.

The classical assumption is meant to find out whether the use of multiple linear regression models in analyzing meets the classic assumptions. The classic assumption test aims to test whether the model used is good or not in the study.

The classic assumptions that must be met are: (1) Normality, aims to test whether in the regression model the independent variables and the dependent variable both have a normal distribution or not. A good regression model has a normal or close to normal distribution. (2) Multicollinearity, aiming to test the regression model found a correlation between the independent variables. A good regression model does not have a correlation between the independent variables, and (3) Heteroscedasticity, to see whether the sampling is done correctly in the right population. Regression models that contain heteroscedasticity will produce biased parameters that cause errors in treatment.

4. Hypothesis test

To find out whether there is an effect of the independent variable motivation (X_1) and competence (X_2) on the dependent variable of employee performance (Y) simultaneously by using the F test and partially by using the t test, namely: (1) Simultaneous hypothesis testing, namely by comparing F count with F table with a

significant level $< \alpha 0.05$, (2) Partial hypothesis testing, namely by comparing t count with t table of each independent variable to the dependent variable with a significant level $< \alpha = 0.05$ and (3) The coefficient of determination test shows the strength or weakness of the correlation or relationship between the independent variables together with the dependent variable.

Variable Operational Definition and Measurement

Based on the concept of research variables, several operational definitions of variables and indicators and their measurements are presented as follows:

1. Employee Performance Variable (Y)

The concept of performance according to Wibowo, (2012: 7), employee performance is the level of attainment of the work results of an employee in carrying out the work or work results achieved by an employee in carrying out the work to achieve organizational goals. Performance of organizational units where a person or group of people is located in it is a reflection of the performance of the human resources concerned. To find out the performance of employees required specific activities to measure it.

The indicators used to measure performance are:

- a. Quality of work (quality) is the result of carrying out activities close to perfection or close to the expected goals.
- b. Quantity (quantity) is the amount produced and the cycle of activities carried out.
- c. Timeliness is the activity completed at the desired time.
- d. Cost effectiveness (cost effectiveness) is the use of organizational resources (human, financial, technological and material) is maximized to achieve the highest results.
- e. Completion of tasks without supervision (need for supervision) is a worker can carry out a job function without requiring supervisor supervision and
- f. Interpersonal relationships (interpersonal impact) are employees maintaining self-esteem, good name and cooperation among colleagues and subordinates.

The measurement uses a Likert scale with 5 scores. Answer statements or questions with opinions from Strongly Disagree (STS) score 1, Disagree (TS) score 2, Less Agree (KS) score 3, Agree (S) score 4 and Strongly Agree (SS) score 5.

2. Work Motivation Variable (X1)

Work motivation is the encouragement and enthusiasm of an employee in doing work to achieve organizational or personal goals, both from within the individual itself (intrinsic motivation) and from outside the individual (extrinsic motivation):

1. Intrinsic factors are factors that are able to satisfy and encourage people to work well, namely (1) successful implementation, (2) recognition, (3) the work itself, (4) development.
2. Extrinsic factors or hygiene factors are factors that can cause dissatisfaction with employees, namely (1) policy and administration, (2) supervision techniques, (3) interpersonal relations with superiors, (4) wages

The indicators of motivational variables are:

1. implementation success is the success of an employee in completing the task.
2. confession meaning employees get recognition, that he is a person, good achievers are given awards, and praise.
3. the job itself is variety of work and control over work methods and steps

4. development is a person's desire to develop a career in their field.
5. policy and administration rules set as a management guide in carrying out activities
6. supervision technique is the supervisor supervising from a technical point of view the work that is his responsibility
7. Interpersonal relationship with superiors is an individual relationship between subordinates and superiors.
8. salary is financial received by employees include wages, bonus premiums, and benefits.

The measurement uses a Likert scale with 5 scores. Answer statements or questions with opinions from Strongly Disagree (STS) score 1, Disagree (TS) score 2, Less Agree (KS) score 3, Agree (S) score 4 and Strongly Agree (SS) score 5.

3. Competency Variable (X2)

Competence is an ability to carry out a job or task that is based on skills and knowledge and is supported by the work attitude required by the job. According to Wibowo (2010: 268), to achieve a certain competency, a person needs to have a number of capabilities:

The indicators are:

1. Knowledge is information and learning outcomes obtained by employees
2. Skill is the ability to work on a specific set of tasks in their respective fields
3. Personal traits/attitudes are reviews, values, actions, behavior, performance in carrying out a job task.

The measurement uses a Likert scale with 5 scores. Answer statements or questions with opinions from Strongly Disagree (STS) score 1, Disagree (TS) score 2, Less Agree (KS) score 3, Agree (S) score 4 and Strongly Agree (SS) score 5.

D. RESULT AND DISCUSSION

The discussion regarding the description of the respondents in this study is all employees at SMK – SMAK Makassar. Furthermore, in carrying out this research, a questionnaire was distributed in the amount of 59 sample. The description of the respondents is grouped into gender, age of the respondent, length of service of the respondent and respondent's education level.

Based on the purpose of this study, namely to find out and analyze the effect of work motivation and competence on the performance of Makassar Vocational High School employees. After testing the hypothesis of this study, the two independent variables namely: work motivation (X1) and competence (X2) have a positive and significant effect on the performance of Makassar City Vocational High School employees.

As it is known that this study simultaneously or together the three independent variables on the dependent variable which shows a positive and significant influence as evidenced by the contribution (R^2) = 0.626 or 62.6%. This means that the performance of Makassar Vocational High School employees can be predicted that to improve the performance of Makassar Vocational High Schools it is necessary to use these two independent variables. While the remaining only 0.374 or

37.4% indicates that it is still necessary to look for variables that have not been identified in this study, so future researchers must explore more deeply so that variables can be found that can increase their influence on the performance of the Makassar Vocational High Schools.

In addition to showing the findings simultaneously or simultaneously with these variables, then partially the two independent variables also need to be discussed on the dependent variable. To find out and partially analyze these influences, the following will be described one by one:

1. The Effect of Work Motivation on Employee Performance

The results of the partial test show that the work motivation variable has a positive and significant effect on employee performance at Makassar City Vocational Schools. This shows that there is a direct relationship between work motivation and employee performance, in the sense that if there is an increase in work motivation, employee performance tends to increase.

The increase in work motivation variables is determined by the magnitude of the role of the indicators that shape it, namely 1) Achievement efforts are in accordance with predetermined targets, 2) Employees get awards in accordance with the work achievements achieved, 3) Employees set themselves as examples and role models for other employees, 4) Employees get the opportunity to develop themselves, 5) Employees ensure that all work is carried out according to plan, 6) Leaders give freedom to employees to complete work in accordance with responsibilities, 7) Employees have a good working relationship with leaders, 8) Salaries and benefits received are in accordance with standards.

In this study, it can be seen from the respondents' responses regarding salary, the average employee agrees with the salary given. It can be seen that Makassar Vocational High School employees are motivated by the salary they are given, because the salary they receive is in accordance with the standards. Likewise, superior communication also affects employee performance at Makassar Vocational High Schools with the average respondent agreeing that communication between subordinates and superiors is good, where employees are motivated by good communication between employees and superiors who are good, which means that an employee wants attention from his superiors. wants attention from his superiors. Furthermore, the need for appreciation, from the results obtained by employees, it turns out that they really need appreciation from their superiors as their motivation in carrying out their duties.

Likewise, indicators of successful implementation/achievements are drivers that come from within and outside of employees who encourage them to act and show the level of performance/performance in accordance with the standards set in the job. Individuals who have high achievement motives have forward orientation, are realistic, and often feel afraid of failing in completing a job, are full of initiative, and try to develop creativity. Individuals who have an achievement motive can always use their time to work on and complete their tasks, think about improving their work performance, are more task oriented, and prefer tasks that provide challenges.

Programs for developing human resources through education and training are very meaningful for developing the capabilities of workers.

This research has proven that work motivation possessed by employees needs to be increased, it is proven that if work motivation is increased, it can have a positive effect on employee performance. The findings of this study can be proven by the size

of the contribution through the value of the contribution (β_1) = 0.238 or 23.8% and can also be shown through the results of its significance, namely $t_{count} = 2.426$ with probability = $0.019 < 0.05$. The results of this study provide an indication that an increase in work motivation is not negotiable to be implemented, because if it is not quickly attempted then the development of environmental changes will lead to a lag in the ability of employees to carry out their duties. The findings indicate that there is a significant influence between work motivation on the performance of Makassar Vocational High School employees.

This research is in line with previous research by Asmirah, S (2013), in a study of the Effects of Competence, Discipline and Motivation on the Performance of Makassar City Education Office Employees. The results showed that the motivation of the Makassar City Education Office employees simultaneously showed that the variables of competence, discipline and motivation had a significant effect on employee performance and the partial test results showed that the motivational variable had a significant effect on improving the performance of Makassar City Education Office employees.

2. The Effect of Competence on Employee Performance

Partial test results (t test) can be seen that the competency variable has a positive and significant effect on employee performance at Makassar City Vocational Schools. This indicates a direct relationship between competency and employee performance, in the sense that if employee competence is increased, employee performance will also increase.

The increase in the competency variable is determined by the magnitude of the role of the indicators that shape it, namely knowledge, skills and attitudes with the statement namely 1). Employees have knowledge according to their main tasks and functions, 2). Employees have a broad understanding of problem solving, 3). Employees have the ability to operate technological tools at work, 4) Employees have courage in managing work, 5) Respect the opinions of others in responding to a problem, 6) Employees have the power of self-control.

Based on the value of the variable mode is obtained the average value of the mode of all competency variable indicators is 4.33. This shows that the competence of employees at Makassar City Vocational Schools is classified as good, meaning that if all indicators of these competency variables are maximized by employees, it will increase employee performance.

Competence is one of the factors that can improve the work ability of employees through knowledge obtained from the educational process. Competence possessed by a person besides being directed at increasing work ability can also be directed at forming the attitude and personality of employees, especially in carrying out their main tasks and functions, to provide administrative and educational services at Makassar Vocational High Schools.

In carrying out the tasks that must be developed by Makassar City Vocational High School employees, this is to realize the implementation of tasks as an effective forum for community service and to improve the output quality of Makassar City Vocational Schools. To achieve this goal, employees must have competence, especially knowledge and skills related to their main duties and functions.

To prepare and provide knowledge for each employee, it is necessary to increase competence which can provide knowledge especially related to the main duties and

functions of employees. This ability through knowledge, skills and attitudes is very necessary because the combination of the three will be able to provide good service to students.

This research has proven that the competencies possessed by employees can be adjusted to the needs of administrative and educational services to students. It turns out that if competence is increased which consists of knowledge, skills and attitudes increased according to the main tasks and functions of employees, it can affect employee performance. The findings of this study can be proven by the size of the contribution through the value of the contribution (β_1) = 0.494 or 49.4% and can also be shown through the results of its significance, namely $t_{count} = 6.748$ with probability = 0.000 < 0.05. The results of this study provide an indication that increasing competency is not negotiable to be implemented, because if it is not quickly attempted then the development of environmental changes will lead to lag in the ability of employees to carry out their duties.

The results of this study are in line with the research of Irmawaty, (2012), in a study of the Effects of Competence, Motivation and Commitment on the Performance of Employees of the Maritime, Fishery, Livestock and Animal Health Service in Poso Regency. The research variables consist of independent variables Competence (X1), Motivation (X2), Commitment (X3) and the dependent variable Employee Performance (Y). The results showed that Competence, Motivation and Commitment simultaneously had a significant effect on employee performance and the independent variable dominant competence had an effect on the performance of employees of the Maritime, Fishery, Livestock and Animal Health Office of Poso Regency.

E. CONCLUSION

Based on the results of data analysis that has been carried out on all data obtained, it can be concluded as follows:

1. The variable of work motivation partially has a positive and significant effect on employee performance at SMK - SMAK Makassar city. This means that increasing employee motivation will further improve employee performance, and vice versa if employee motivation decreases, employee performance decreases.
2. Competency variables partially have a positive and significant effect on employee performance at Makassar City Vocational Schools. This means that the increasing competence of employees will also increase the performance of employees as well.

BIBLIOGRAPHY

- Asmirah, S, 2013. The Influence of Competence, Discipline and Motivation on the Performance of Makassar City Education Office Employees. Indonesian Muslim University Postgraduate Thesis. Unpublished
- Arikunto, Suharsimi. 2011. Research Procedures: A Practice Approach. Jakarta: Rineka Cipta.
- Artati, 2011. The Influence of Motivation, Organizational Commitment and Leadership Style on Employee Performance at the Makassar City Regional

- Revenue Service. Indonesian Muslim University Postgraduate Thesis. Unpublished
- Azdy, MA, 2012. The Effect of Motivation and Work Commitment on Employee Performance at the Tallo District Office, Makassar City. Thesis of the Postgraduate Program at the Muslim University of Indonesia. Unpublished
- Buchori, Zainun, (2001). Management and Motivation. Revised Edition, Balai Script, Jakarta.
- Darmawan, D, 2013. Principles of Organizational Behavior, First Matter. Universal Pen Publisher, Surabaya.
- Dharma, S, 2012. Philosophical Performance Management, Theory and Its Application. Print V, Student Library Publisher, Yogyakarta.
- Gomes, Fanstino Cardoso, 2005. Human Resource Management, Andi Offset, Yogyakarta.
- Handoko T. Hani, (2001), Personnel Management and Human Resources, 2nd Edition, BPFE, Yogyakarta.
- Hasibuan, Malayu SP, 2008. Organization and Motivation, PT Bumi Aksara, Jakarta.
- Henry Simamora, 2006. Human Resource Management, STIE YKPN Yogyakarta.
- Iswara Manggala DwiLaswiyati (2005), definition of performance. Journal of Education
- Kadarisman, M, 2013. Management of Human Resource Development. 2nd Printing, Publisher PT RajaGrafindo Persada, Jakarta.
- Mahmudi, 2010. Public Sector Performance Management. Second Edition, First Print, Publisher of the YKPN College of Management, Yogyakarta.
- Mangkunegara, Prabu Anwar AA, 2004. HR Performance Evaluation, Refika Aditama, Bandung.
- Mangkunegara, Prabu Anwar AA, 2001. Company Human Resource Management, Eighth Edition. Bandung: PT Juvenile Rosdakarya.
- Manullang, M. and Manullang, M, 2006. Personnel Management. 3rd Edition, Gadjah Mada University Press Publisher, Yogyakarta.
- Martoyo Susilo, (2007), Human Resource Management, 2nd Edition, BPFE, Yogyakarta.
- Moeheriono, 2009. Competency Based Performance Measurement, Competency Based Human Resource Management. First Printing, Gahlia Indonesia Publisher, Bogor.
- Nitiseminoto, US, (2002). Personnel Management. Revised edition. Publisher Ghalia Indonesia, Jakarta.
- Pramudyo, Anung. 2010. Analysis of the Factors Affecting the Performance of Public Lecturers Employed in Kopertis Region V Yogyakarta, Volume 1, Number 1, JBTI: Yogyakarta.
- Riduwan, 2007. Easy Learning Research for Employees and Beginner Researchers. Bandung : Alfabeta
- Rivai, V and Sagala, J, 2011. Human Resource Management for Companies (From Theory to Practice), 4th Edition. Publisher PT Rajagrafindo Persada, Jakarta.
- Robbins, 1998. Essentials of Organizational Behavior (Translation), Fifth Edition, Erlangga Publisher, Jakarta.
- Robbins, SP and Judge, TA, 2008. Organizational Behavior. Book 1, Edition 12, Salemba Empat Publisher, Jakarta.
- Semmaila, B and Siring, B, 2013. Inferential Statistics. Print 1, Publisher Arus Timur,

- Makassar.
- Siagian Sondang P. 2003. Human Resource Management, Bumi Script, Jakarta
- Sopiah, 2008. Organizational Behavior, Edition I. Publisher CV Andi Offset, Yogyakarta.
- Sugiyono, 2012. Quantitative Qualitative Research Methods and R & D, 15th Printing. Alfabeta Publisher, Bandung.
- Sunarto, 2004. Organizational Behavior. Publisher CV. Beautiful Graphics, Yogyakarta
- Sunyoto, D, 2013a. Theory, Questionnaire and Organizational Behavior Data Analysis Process. First printed, Publisher Center for Academic Publishing Service (CAPS), Yogyakarta.
-, 2013b. Theory, Questionnaire and Human Resources Data Analysis (Research Practice). Second printing, Publisher Center for Academic Publishing Service (CAPS), Yogyakarta.
- Sutrisno, E, 2010. Organizational Culture, Print 1st. Publisher Prenada Media Group, Jakarta.
-, 2011. Human Resource Management. Edition I, 3rd Printing. Publisher Prenada Media Group, Jakarta.
- Usman, H and Akbar, RPS, 2006. Introduction to Statistics, Second Edition, Second Edition. Bumi Script Publisher, Yogyakarta.
- Wibowo, 2010. Organizational Culture (A Need to Improve Long-Term Performance), First Matter. Publisher PT Rajagrafindo Persada, Jakarta.
-, 2012. Performance Management, Sixth Matter. Publisher PT. Rajagrafindo Persada, Jakarta.
-, 2013. Behavior in Organizations, First Print. Publisher PT Rajagrafindo Persada, Jakarta.
- Winardi, J, 2011. Motivating Motivation in Management, Sixth Edition. Publisher PT. Rajagrafindo Persada, Jakarta.