

THE INFLUENCE OF EMPLOYEE COMPETENCE AND EMPOWERMENT ON PERFORMANCE OF EMPLOYEES IN KARTOHARJO DISTRICT, MAGETAN REGENCY

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DOI : <https://www.doi.org/10.56726/IRJMETS59889>

ABSTRACT

The objectives of this research are (1) to analyze the partial influence of competence on the performance of employees in Kartoharjo District, Magetan Regency; (2) analyzing the influence of employee empowerment partially on the performance of employees in Kartoharjo District, Magetan Regency and (3) analyzing the influence of competency and employee empowerment simultaneously influencing the performance of employees in Kartoharjo District, Magetan Regency.

The research respondents were 45 employees of the Kartoharjo District Office, Magetan Regency. The data collection technique uses a questionnaire. Data analysis techniques use multiple linear regression analysis, determination analysis and hypothesis testing (t test and F test).

The research findings can be concluded (1) there is a partial influence of competence on the performance of employees in Kartoharjo District, Magetan Regency; (2) there is a partial influence of employee empowerment on the performance of employees of Kartoharjo District, Magetan Regency and (3) there is a simultaneous influence of employee competence and empowerment on the performance of employees of Kartoharjo District, Magetan Regency.

Keywords: Competency, Employee Empowerment, Employee Performance.

I. INTRODUCTION

Changes in the current order of organizational life are the impact of globalization of technology and information in all fields, both in government organizations and corporate organizations. Government organizations are required to be able to realize good governance or trustworthy government in meeting optimal public service needs in the fields of government, development and society. Meanwhile, private organizations must face intense business competition, so they not only strive to obtain the maximum profit or gain, but must also be able to improve their organization's ability to continue to develop in a situation of ever-increasing competition.

Employee performance is important because it can influence the continuity of the organization. Performance is the work results that can be achieved by a person or group of people in a company in accordance with their respective authority and responsibilities in an effort to achieve company goals illegally, without breaking the law and not conflicting with morals and ethics, the amount of effort an individual puts into their work, the level at which employees achieve job requirements (Rizky Reza Pahlawan, 2022).

One government organization that certainly needs competent human resources in order to produce good performance is the Kartoharjo District Office, Magetan Regency. To realize the vision of "The Smart Magetan Society is More Stable and More Prosperous" Smart = Healthy, Advanced, Religious, Friendly and Skilled. Mantab = Independent, Sustainable and Dignified, of course competent human resources are needed to produce good performance in terms of quality and quantity.

Mangkunegara states that performance is the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Kasmir states that performance is work behavior that has been achieved in completing the tasks and responsibilities given within a certain period (Silas et al., 2019). Referring to this definition, performance is the result of an employee's work and work behavior evaluated over a period, usually one year. Performance can be measured by the ability to complete the tasks and responsibilities given. This means that performance contains an element of

achievement standards that must be met, so that those who achieve the set standards are performing well or vice versa, those who are not achieved are categorized as underperforming or not performing well.

Factors that influence performance include the external environment (economic, political, social, cultural, religious, competitors), internal employee factors (talents and personal traits, creativity, knowledge and skills, competence, satisfaction, work, etc.), and the internal environment of the organization such as organizational culture, compensation, organizational culture, organizational climate, coworkers, etc., abilities, personality, work interests, role clarity, and level of work motivation (Radiana Fitriati, 2021). One of the factors that influences performance is competence.

Competence according to Veithzal Rivai is the ability to carry out or carry out a job or task that is based on skills and knowledge and is supported by the work attitude required by the job. Thus, competency shows skills or knowledge that are characterized by professionalism in a particular field as the most important thing, as superior in that field. (Rivai, 2009)

The competency of employees at the Kartoharjo District Office, Magetan Regency is still lacking. Referring to Government Regulation (PP) Number 11 Article 109 Paragraph 1 of 2017 concerning Management of Civil Servants, which states that competency includes competency, which is measured by the level and specialization of education, functional technical training and technical work. When compared with this law, in the Kartoharjo Magetan District Office, most of the employees are still high school graduates. Apart from that, the knowledge and skills possessed are not only selected based on limited abilities but also have interests such as knowledge about services to the community related to interests in the District.

Apart from being influenced by competence, performance is also influenced by empowerment. Sedarmayanti stated that empowerment can encourage initiative and response, so that all problems faced can be adjusted quickly and flexibly. Employees can freely decide something without having to report first or worry about the reaction of their leaders (Hendra Hamid, 2018). Empowerment is a form of implication of development for subordinates. Empowerment is related to significance, self-confidence, self-determination and impact.

The results of research conducted by Gijoh (2013) show that competence has a significant influence on employee job satisfaction. Empowerment can encourage initiative and response, so that all problems faced can be resolved quickly and flexibly. Employees can freely decide something without having to report it first or worry about the reaction of their leaders. In organizations that have established empowerment, every employee will be respected because of their important role in upholding the success of the organization. They have the authority and flexibility to ensure a quality end result. Organizations that strive for empowerment are basically easy to work with, because their entire work pattern is directed at an attitude of full responsibility (Gijoh, 2013).

Based on the results of observations made by the author, there are still several civil servants who have not demonstrated maximum competence. This can be seen from the fact that several employees are still struggling with information technology which is developing rapidly. Mastery of computers and the internet as facilities and infrastructure for public services is also still low among some civil servants. This will of course have an impact on performance that is low and not optimal as expected by the leadership.

From observations obtained from employee attendance data at the Kartoharjo District Office, Magetan Regency, it can be concluded that the maximum level of absenteeism is 3%, if the level of absenteeism in a company exceeds 3% then it is categorized as high. High absenteeism will reduce the number of employees working so that work effectiveness will be reduced due to a shortage of workers. From the list of tables above, we can conclude that during January to December 2023 with effective days of 17-22 days, employee absenteeism data was recorded in January, 16.4% of employees were absent. February 21.5%, March 17.9%, April 25.8%, May 13.6%, June 20.6%, July 17.2%, August 11.9%, September 13.8%, October 11.9% and December 14.1%. So it can be concluded that there are still many employees who are not disciplined regarding attendance as evidenced by employee absenteeism. He added that there are still many employees who take their breaks outside of the regulations that have been set in public places.

Similar research was conducted by Kadek Sri Widayanti and Ni Ketut Sariyathi (2016) with the title The Influence of Job Satisfaction, Employee Empowerment, and Job Stress on Organizational Commitment in CV.

Roots of Independent Power. The research results show that the variables of job satisfaction and employee empowerment have a positive and significant effect on organizational commitment. Job stress has a negative and significant effect on organizational commitment. Companies should always pay attention to job satisfaction, employee empowerment, and employee work stress so that employees will have a high commitment to the company (Widayanti & Sariyathi, 2016).

This research is motivated by research gaps in previous studies. Based on research conducted by Sumardi Hr & Surianti (2019), Darmawati Djaharudin (2021), Widayanti & Sariyathi (2016), Radiana Fitriati (2021), Purwanto & Nugroho (2021), Krisnawati & Bagia (2021), Syahrir et al. (2021), Prasetyani et al. (2021), Anthonius (2021), Thahir et al. (2022), Surtiani et al. (2023), Herwina (2022), Andi Irawan & Sahrir (2022), Mualim (2022), Prasetio & Hasanah (2022), Muhdar (2022), Ardana, I. K. et al. (2023), Fatmasari (2023), and Nurjihad et al. (2023). The results of this research can be concluded that employee competence and empowerment have a significant effect on employee performance. However, this research is different from research by Wandu (2020), where the results of his research show that competency does not have a significant effect on employee performance at the UPT Puskesmas Karanganyar, Lebak Regency. Likewise, this is different from Saifudin's (2020) research, where the results of his research show that training and empowerment have no effect on employee performance.

Based on the background of the problem, the objectives of this research are as follows:

1. Analyze the partial influence of competence on the performance of Kartoharjo District employees, Magetan Regency.
2. Analyzing employee empowerment partially influences the performance of employees in Kartoharjo District, Magetan Regency.
3. Analyze the influence of competency and employee empowerment simultaneously on employee performance in Kartoharjo District, Magetan Regency.

II. METHODOLOGY

The design used in this research uses an associative method with a quantitative approach. The definition of an associative approach according to Sugiyono (2017) is a research problem formulation that aims to ask about the relationship between two or more variables. According to Sugiyono (2017:8) quantitative methods can be interpreted as research methods that are based on the philosophy of positivism, used to research certain populations or samples, collecting data using research instruments, analyzing quantitative statistical data, with the aim of testing predetermined hypotheses.

The population in this study were employees of Kartoharjo District, Magetan Regency, totaling 45 people, with details of 24 employees being male, 21 employees being female, 15 employees with State Civil Apparatus status and as many as 30 employees with Non-Civil Apparatus status. Country. The sampling technique in this research used the Census Sampling Technique. The Census Sampling technique (saturated sampling) according to Sugiyono (Sugiyono, 2017) is a sampling technique when all members of the population are used as samples. Thus, the sample in this study was 45 employees of the Kartoharjo District Office, Magetan Regency.

The type of data used by the author is primary data, according to Sugiyono (2017) primary data is a data source that is directly provided for data collection. The data collection techniques used in this research are documentation and questionnaires.

The instrument in this research uses a list of questions or questionnaires. The list of questions or questionnaires is listed in the attachment. The research instruments regarding competency variables, employee empowerment and employee performance were then tested for validity and reliability first. Validity and reliability tests were analyzed computationally using the SPSS release 24 program.

Before the data is analyzed using multiple linear regression analysis, the classical assumption test is first carried out. The classical assumption tests in this research include the normality test, multicollinearity test and heteroscedasticity test. For the purposes of hypothesis testing in this research, multiple linear regression analysis techniques were used, namely linear regression analysis for two or more independent variables. According to Ghazali, the formula for the linear regression equation model is: (Ghozali, 2016)

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + e$$

Where:

Y = Employee Performance

X1 = Competence

X2 = Employee Empowerment

b1 = Regression coefficient X1 against Y

b2 = Regression coefficient X2 against Y

a = Constant

e = error.

According to Ghozali (2016), the coefficient of determination test aims to measure how far the model's ability is to explain variations in the dependent variable. The coefficient of determination value is between zero and one. A small R² value indicates that the ability of the independent variables to explain the dependent variable is very limited (Ghozali, 2016). Test the coefficient of determination to determine the magnitude of the variation in the learning outcome variable (Y) which is explained by the competency variable (X1) and employee empowerment (X2).

III. ANALYSIS RESULTS

3.1. Respondent Characteristics

The results of research on the characteristics of research respondents show that (1) the employees of the Kartoharjo District Office, Magetan Regency who were respondents in this study were women; (2) the majority of employees at the Kartoharjo District Office, Magetan Regency who were respondents in this study were aged between 36-45 years; (3) the large number of employees at the Kartoharjo District Office, Magetan Regency who were respondents in this study had a high school or equivalent education level; and (4) the large number of employees at the Kartoharjo District Office, Magetan Regency who were respondents in this study had a working period of between 16 and 25 years.

3.2. Descriptive Analysis

Analysis of the description of each research variable which includes competency, employee empowerment and employee performance is described below.

1. Respondents' responses regarding the compensation variable show that of the 6 statement items, the respondent's response was the highest with a mean of 3.49, while the lowest was with a mean of 3.33. Overall the mean of the competency variable is very high (3.41).
2. Respondent responses regarding the employee empowerment variable show that of the 16 statement items, the respondent's response was the highest with a mean of 3.49, while the lowest was with a mean of 3.27. Overall, the mean of the employee empowerment variable is very high (3.38).
3. Respondent responses regarding the Employee Performance variable show that of the 10 statement items, the respondent's response was the highest with a mean of 3.47, while the lowest was with a mean of 3.29. Overall the mean employee performance variable is very high (3.39).

3.3. Instrument Test

Based on the results of computational reliability testing using the SPSS version 24 program, it can be seen that the reliability testing results for the competency variable (X1) have a Cronbach alpha value of 0.796. Testing the reliability of the employee empowerment variable (X2) with a Cronbach's alpha value of 0.767. Meanwhile, testing the reliability of the employee performance variable (Y) with a Cronbach's alpha value of 0.781. Because Cronbach's alpha is > 0.6, it means that the variables of competence, employee empowerment and employee performance are reliable and suitable for use in research.

Based on the results of the computational validity test using the SPSS version 24 program, using a significance (α) of 5% or 0.05, the results of the validity test of the competency variable on 6 research questionnaire items or items were obtained, the results of the validity test of the empowerment variable on 16 items or items questionnaire and the results of variable validity tests on 10 items or questionnaire items show that the calculated r value is greater than r table, meaning that all research questionnaire items have a "significant"

relationship with the total score. Thus, the items in the variables competency (X1), employee empowerment (X2) and employee performance (Y) are "valid" or legitimately used as measurements in this research.

3.4. Classical Assumption Testing

The results of the normality test, classical assumption test which includes the multicollinearity test and heteroscedasticity test are explained below. The results of the normality test using a histogram graph can be seen as follows:

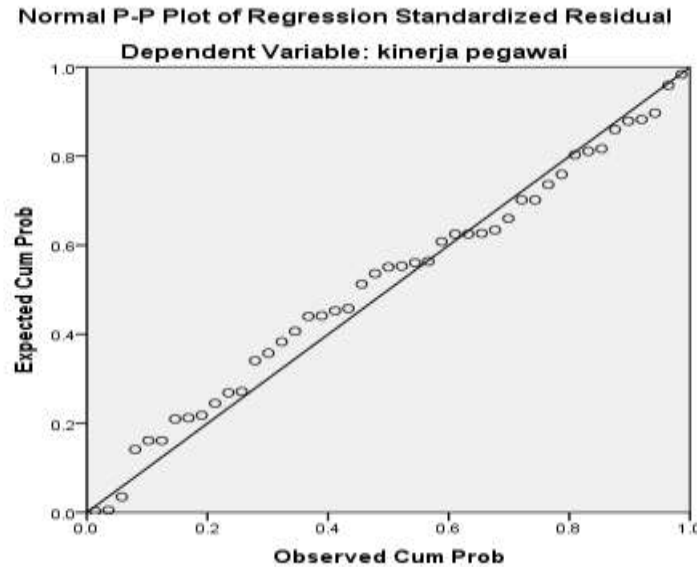


Figure 1: Normality Test with PP-Plot

Based on Figure 1, it can be seen that the data spreads around the diagonal line and follows the direction of the diagonal line or the histogram graph shows a normal distribution pattern, so the regression model meets the normality assumption.

The results of the multicollinearity test by looking at the Variance Inflation Factor (VIF) value show that the VIF value for competency is 3.023 and employee empowerment is 3.023. Because the VIF value is ≤ 10 and the tolerance value is ≥ 0.1 , it can be concluded that in the regression model there were no multicollinearity problems (Ghozali, 2016: 103). Meanwhile, from the results of the heteroscedasticity test with the Spearman's rho correlation test, it can be seen that the correlation between competence and the unstandardized residual is 0.970. The correlation between employee empowerment and unstandardized residual is 0.822. Because the correlation significance value is more than 0.05, it can be concluded that in the regression model there were no heteroscedasticity problems.

3.5. Multiple Linear Regression Analysis

The results of the regression calculation between the competency variables (X1) and employee empowerment (X2) as independent variables on employee performance in Kartoharjo District, Magetan Regency as the dependent variable (Y) can be seen in the table below.

Table 1: Results of Multiple Linear Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	-.041	.246		-.167	.868
	competence	.603	.116	.578	5.179	.000
	employee empowerment	.406	.121	.374	3.354	.002

Dependent Variable: employee performance

Based on Table 1, the multiple linear regression equation model produced in this research is:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

$$Y = -0.041 + 0.603 X_1 + 0.406 X_2 + e$$

The interpretation of the multiple linear regression equation above can be explained as follows:

- a. The constant coefficient based on the regression results is -0.041, stating that if the resulting values for X1 and X2 are zero, then the Y value is 0.041.
- b. The regression coefficient for the competency variable (X1) is 0.603, indicating that every increase in competency by one unit will increase the employee performance value (Y) by 0.603 units.
- c. The regression coefficient dependent on employee empowerment (X2) is 0.406, indicating that every increase in employee empowerment by one unit will increase the employee performance value (Y) by 0.406 units.

3.5.1. Analysis of the Coefficient of Determination (R²)

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

Table 2: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.909 ^a	.827	.819	.21281

a. Predictors: (Constant), employee empowerment, competence

Based on Table 2, it can be explained that the coefficient of determination (R²) value obtained from the Adjusted R Square value is 0.819. This means that variations in the two independent variables, namely competency and employee empowerment, contribute to employee performance in Kartoharjo District, Magetan Regency, amounting to 81.9%, while the other 18.1% can be explained by other variables not included in the research, for example employee empowerment, leadership, work motivation and so on.

3.5.2. Hypothesis testing

1. Partial Test (t Test)

a. The influence of competence on learning outcomes

Based on the t test, it can be seen that the calculated t value for the competency variable is 5.179. Determine the test criteria, because $t = 5.179 > t_{table} = 2.018$ with a probability/significance level of 0.000, then H_0 is rejected and H_a is accepted. This indicates that changes that occur in the competency ratio will have a significant effect on employee performance. The positive influence shown from the research results indicates that if competence increases, employee performance figures will also increase, and vice versa.

b. The effect of employee empowerment on employee performance

Based on the t test, it can be seen that the calculated t value for the employee empowerment variable is 3.354. Determine the test criteria, because $t = 3.354 > t_{table} = 2.018$, with a probability/significance level of 0.002, H_0 is rejected and H_a is accepted. This indicates that changes that occur in the employee empowerment ratio will have a significant effect on employee performance. The positive influence shown from the research results indicates that if employee empowerment increases, employee performance figures will also increase, and vice versa.

2. F Test / Simultaneous Test

The results of simultaneous hypothesis testing (F Test) to test the significance of the influence of the two independent variables, namely competence (X1) and employee empowerment (X2) simultaneously (together) on the dependent variable, namely the performance of employees in Kartoharjo District, Magetan Regency (Y) are visible in the following table.

Table 3: F Test Results

	Model	Sum of Squares	df	F	Sig.
1	Regression	11.381	2	83.326	.000 ^b
	Residual	6.078	89		
	Total	17.459	91		

a. Dependent Variable: employee performance

b. Predictors: (Constant), employee empowerment, competence

Based on Table 3, it can be seen that the F test results show an Fcount value of 100.496 while ttable is 3.219 with a significance of 0.000. This significant value is smaller than 0.05, so this shows that the independent variable has a simultaneous effect on the dependent variable. This means that every change that occurs in the independent variables, namely competency and employee empowerment, will jointly influence the performance of employees in Kartoharjo District, Magetan Regency.

IV. RESULT AND DISCUSSION

4.1. The influence of competency on employee performance

Based on the t test, it can be seen that the calculated t value for the competency variable is 5.179. Because t count is $5.179 > t \text{ table} = 2.018$ with a probability/significance level of 0.000, H_0 is rejected and H_a is accepted, meaning that there is a significant positive influence of competence on the performance of employees in Kartoharjo District, Magetan Regency. The results of the hypothesis test above can be understood qualitatively that every change that occurs in the competency ratio will have a significant effect on employee performance. The positive influence shown from the research results indicates that if competency increases, employee performance figures will also increase, and vice versa, if competency decreases, employee performance figures will also decrease.

The importance of competency within an organizational unit is seen as being able to support increased employee performance and contribute to determining the future of the organization. In relation to competency, there needs to be an effort to further maximize the performance results achieved. An employee needs technical competence while a leader needs managerial competence combined with technical and socio-cultural competence to improve the performance of organizational units.

According to Sugianto and Mus (2022), the right competency, which is a factor that determines superior performance, can be possessed by an organization if the organization has a strong foundation, which is reflected in all processes that occur within the organization. This means that the organization must have a strong core competency that is in line with its core business.

Research by Nurjihad Bafagehi, Greis M. Sendow, Merlyn Mourah Karuntu. (2023) with the title The Influence of Competency, Empowerment and Work Culture on Employee Performance (Study at the BKPSDM Office in Sula Islands Regency, North Maluku Province). The research results concluded that partially competency has a significant effect on employee performance.

This finding is in line with research by K.D.Krisnawati and I.W. Bagia (2021) entitled The Effect of Work Competence on Employee Performance. The results of this research show that work competency has a positive and significant influence on employee performance.

Another similar finding is in research by Prasetyani, et al (2021) entitled The Influence of Competence on Employee Performance at PT. Prisma Harapan in Jakarta. The research results show that competency has a significant influence on employee performance with the regression equation $Y = 15.504 + 0.616X$, a correlation value of 0.728 or strong and a contribution of 53.0% while the remaining 47.0% is influenced by other factors.

The results of this research can be empirical evidence that organizations need employees who have high competence at work. Organizations need competent employees to be able to overcome challenges and changes in their environment. Employees who have competence will find it relatively easier to do their work and develop because they basically have good skills to complete the assigned tasks effectively, efficiently and

competitively. Therefore, organizations need to pay attention to and improve the competence of their employees.

4.2. The influence of employee empowerment on employee performance

Based on the t test, it can be seen that the calculated t value for the employee empowerment variable is 3.354. Because the calculated $t = 3.354 > t_{table} = 2.018$ with a probability/significance level of 0.000, H_0 is rejected and H_a is accepted, meaning that there is a significant positive influence of employee empowerment on employee performance in Kartoharjo District, Magetan Regency.

The results of the hypothesis test above can be understood qualitatively that any changes that occur in the employee empowerment ratio will have a significant effect on employee performance. The positive influence shown from the research results indicates that if employee empowerment increases, employee performance figures will also increase, and vice versa, if employee empowerment decreases, employee performance figures will also decrease.

The success of company management is largely determined by the activities of utilizing human resources, where company managers must really pay attention to the attitudes, behavior, desires and needs of employees so that these employees can be encouraged to improve their performance. Employee empowerment is expected to improve morale and quality which ultimately affects the performance of the employees themselves. The presence of employees in the company occupies an important position because it functions to maintain the company's continued growth.

This finding is in line with research by Taufik Thahir, et al (2022), entitled The Effect of Empowerment and Self-Efficacy on Employee Performance. The results of the research show that empowerment has a positive and significant effect on employee performance, which means that if employee empowerment is higher, the performance of employees at Bank Sulselbar Pangkep Branch will increase.

Another finding that is in line is in the research of Andi Irwan and Sahrir (2022), entitled The Effect of Employee Empowerment on Employee Performance at PT. PLN (Persero) Tello Sector, Makassar City. The research results concluded that employee empowerment had a positive and significant effect on the performance of PT employees. PLN (Persero) Tello Sector, Makassar City.

The results of this research can be empirical evidence that employees in organizations need development to have high competence at work. Organizations need competent employees to be able to overcome challenges and changes in their environment, so their competencies must continue to be developed. Employees who have competence will find it relatively easier to do their work and develop because they basically have good skills to complete the assigned tasks effectively, efficiently and competitively. Therefore, organizations need to pay attention to and improve the development of their employees in order to have high productivity.

4.3. The influence of employee competence and empowerment on employee performance

Based on the F test, it can be seen that the calculated F value for the work stress variable is 100.496. Because the calculated $F = 100.496 > t_{table} = 3.219$ with a probability/significance level of 0.000, H_0 is rejected and H_a is accepted, there is a significant simultaneous influence between competency and employee empowerment on employee performance in Kartoharjo District, Magetan Regency. The results of the hypothesis test above can be understood qualitatively that any changes that occur in the competency ratio and employee empowerment will have a significant effect on employee performance. The positive influence shown from the research results indicates that if employee competency and empowerment increases, employee performance figures will also increase, and vice versa, if employee competency and empowerment decreases, employee performance figures will also decrease.

This research is in line with research by Sumardi Hr., Surianti. (2019) with the research title The Influence of Empowerment, Competency and Job Satisfaction on the Performance of Lecturers at Wiralodra University Indramayu. The research results show that empowerment, competence and job satisfaction have a direct positive and significant effect on the performance of UNWIR lecturers. Empowerment and competence have a direct positive and significant effect on job satisfaction of UNWIR lecturers. Empowerment and competence have a positive and significant indirect effect on the performance of UNWIR lecturers.

Another finding that is in line is in Radiana Fitriati's research. (2021), with the title The influence of empowerment and competence on job satisfaction and its impact on the performance of employees at Dr. Lung Hospital. Ario Wirawan (RSPAW) Salatiga. The research results show that empowerment and competence influence the performance of employees at Dr. Lung Hospital. Ario Wirawan (RSPAW) Salatiga with job satisfaction as an intervening variable.

Other research that is in line with this research is the research of Andi Irwan and Sahrir (2022), with the title The Effect of Employee Empowerment on Employee Performance at PT. PLN (Persero) Tello Sector, Makassar City. The research results concluded that employee empowerment had a positive and significant effect on the performance of PT employees. PLN (Persero) Tello Sector, Makassar City.

The research findings which state that there is an influence of employee empowerment on employee performance are in line with the theory presented by Sedarmayanti (2014) which states that empowerment can encourage initiative and response, so that all problems faced can be adjusted quickly and flexibly. Employees can freely decide something without having to report first or worry about the reaction of their superiors. In organizations that have empowerment, every employee will be respected because of their important role in supporting the success of the organization. They have the authority and flexibility to ensure a quality end result. Organizations that strive for empowerment are basically easy to work with, because their entire work pattern is directed at an attitude of fullness and responsibility.

Research by Nurjihad Bafagehi, Greis M. Sendow, Merlyn Mourah Karuntu. (2023) with the title The Influence of Competency, Empowerment and Work Culture on Employee Performance (Study at the Bkpsdm Office in the Sula Islands Regency, North Maluku Province). The research results concluded that simultaneously employee competence and empowerment had a significant effect on employee performance.

The results of this research can be empirical evidence that employees in organizations need to improve their competence and need to develop their potential in order to have high work productivity. Organizations need competent employees and need employees who develop to be able to overcome challenges and changes in their environment. Employees who have competence will find it relatively easier to do their work and develop because they basically have good skills to complete the assigned tasks effectively, efficiently and competitively. Therefore, organizations need to pay attention to and improve the competence and development of their employees in order to have high productivity.

V. CONCLUSION

Based on data analysis and discussion of research results, the following conclusions can be conveyed:

1. There is a partial influence of competence on the performance of Kartoharjo District employees, Magetan Regency.
2. There is a partial influence of employee empowerment on the performance of employees in Kartoharjo District, Magetan Regency.
3. There is a simultaneous influence of employee competence and empowerment on the performance of employees in Kartoharjo District, Magetan Regency.

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