



## THE RELATIONSHIP BETWEEN COMPETENCY LEVEL, AND MOTIVATION ON EMPLOYEE PERFORMANCE AT THE DEPARTMENT OF INDUSTRY AND TRADE OF WEST SUMATRA PROVINCE

Sintia Juniati Pratama<sup>1)</sup> Sophan Sophian<sup>2)</sup>

<sup>1,2)</sup> Sekolah Tinggi Ilmu Ekonomi KBP

<sup>1)</sup> [shintiajuniati33@gmail.com](mailto:shintiajuniati33@gmail.com)

### *Abstract*

*This research aims to determine the relationship between competency, level of education and motivation on employee performance in the West Sumatra province industry and trade department. The respondents in this study were 92 people using the Total Sampling technique. The data analysis used is multiple linear regression. The test results show that competency has a positive and significant effect on employee performance. Education level does not have a positive and significant effect on employee performance. Motivation has a positive and significant effect on employee performance.*

**Keywords:** *Competency, Education Level, Motivation and Employee Performance*

**Submit** : January 7<sup>th</sup>, 2024

**Acceptance** : February 24<sup>th</sup>, 2024

### INTRODUCTION

In the current era of globalization, the development of Human Resource Management is driven by advances in civilization, education, science, and the competitiveness of the products and services produced. When running human resources, attention must be paid to each individual's skills in an organization. Therefore, the development of human resources can begin with the division of labor between two or more individuals. The individuals themselves are called employees (Syahputra et al., 2023).

Civil Servants (PNS) are a very important resource for a government organization. Employees as actors in the organization, both as leaders and employees, have their respective duties, responsibilities and roles. In other words, the role of employees in organizations is very important in the governance and supervision of both government and private organizations (Susanti & Afifah, 2022). In management and supervision, employees will be assisted by the use of today's very sophisticated and modern technology, which can make it easier for employees to carry out data processing which can save time, space and costs as well as being precise and effective (Sophian, 2023).

Employee performance is the results achieved by individuals in carrying out the duties and responsibilities that have been assigned to them, based on their skills, experience and time (Sophian, 2023). Every organization often takes many actions to increase the productivity of employee performance, which is really needed by the organization to bring progress to the organization itself. Therefore, efforts to improve

employee performance are one of the most important challenges for organizational management, and achieving organizational survival is very dependent on the quality of performance of human resources in the organization (Jesa & Sumiati, 2023).

According to Shihab et al., (2022) say that employee performance is a work result that is determined by ability, achievement and desire. Employee performance can be influenced by various characteristics of each individual. Employee performance is the overall result of an individual during a certain assignment period with a comparison of work standards, targets or performance, and predetermined workload (Zusmawati & Ramadani, 2023). The performance of a government agency system is largely determined by the good and bad implementation of employee work, as well as the agency's achievements in the short and long term. A performance measure can be assessed by the workload given each month to each employee, as well as the performance score produced by an employee.

Based on the results of observations made by the author on employees at the Department of Industry and Trade of West Sumatra Province, there are problems related to employee performance, namely that not all employees have achieved work results in accordance with the targets that have been assigned to them. With the decline in work results achieved by employees, the income received by the agency also decreases. The decrease in employee output will also have an impact on the sustainability of employee workload. The following are the performance results of employees at the West Sumatra Province Department of Industry and Trade as of January-June 2023.

**Table 1.**  
**Employee Performance Recapitulation West Sumatra Province Department of Industry and Trade As of January-June 2023**

No	Month	Workload	Highest Performance Score	Lowest Performance Score
1	January	267,160,686	100%	91%
2	February	283,734,732	100%	95%
3	March	364,819,850	98.40%	96.19%
4	April	350,895,804	97%	96.22%
5	May	362,082,416	100%	72.20%
6	June	365,070,471	99%	70.50%

*Source: Data from the West Sumatra Province Department of Industry and Trade for 2023*

Based on Table 1, it can be seen that in the West Sumatra Province Department of Industry and Trade in 2023, the level of workload for employees in each month is different, and the highest level of performance score achieved by employees in January was 100%, February 100%, March 98.40%, April 97%, May 100%, and June 99%. And the lowest level of employee performance scores was in January 91%, February 95%, March 96.19%, April 96.22%, May 72.20%, and June 70.50%.

It can be concluded that the Department of Industry and Trade of West Sumatra Province in 2023 experienced a decline in employee performance in June, where the employee performance score reached 70.50%. Therefore, to increase the success rate of good employee performance, human resource competency skills, education level and good motivation are also needed.



One thing that influences employee performance is competence. Competence is a basic human characteristic that expresses ways of thinking, behaving and acting, as well as conclusions that a person can draw and maintain over a certain period of time (Ariyanto, 2020). Human resource competency is the ability of an individual in an organization (institution) or system to carry out their duties or responsibilities to achieve goals efficiently and effectively. Competency is a trait that includes skills, knowledge and abilities.

The problem phenomenon that exists in the West Sumatra Province Department of Industry and Trade is that the level of performance produced by employees is unstable, and experienced a fairly large decline in June. And knowledge, skills, motives or constant concerns about work results, traits and self-image influence employee performance. Therefore, it still needs to be improved in accordance with the standards and goals expected by the agency.

Based on research conducted by Palahudin et al., (2021) it is stated that human resource competence has a positive and significant effect on employee performance, and according to research conducted by Syamsuriadi et al., (2023) it is stated that human resource competency has a positive and significant effect on employee performance.

One of the things that influences employee performance is the level of education. Education is the main key to successfully developing and improving employability, which leads to changes in aspects of knowledge, skills and attitudes. The education possessed by an employee is very different, this certainly affects the resulting performance (Erlindawati & Novianti, 2020). Education is one of the factors that forms and strengthens employee knowledge about performance effectiveness. The level of education can influence the quality of human resources, the higher the level of education an employee has, the more developed their thinking model will be, so they can accept innovation more quickly (Ardiyaningrum et al., 2020).

Based on research conducted by Harahap, (2019) explains that the level of education has a positive and significant influence on employee performance, and according to research conducted by Hartati et al., (2021) states that the level of education has a positive and significant influence on employee performance.

In realizing targets and good performance results, employees must have high motivation in order to achieve success. In essence, motivation is used as a solution to achieve the goals expected by the agency. Motivation can also determine the success rate that will be obtained later. According to Harahap & Tirtayasa, (2020) motivation is a feeling that comes from oneself and the encouragement of a person's desire towards a goal to achieve satisfaction. To achieve this goal, the role of the individuals involved is very important. So that individuals can follow what the organization wants, it is necessary to understand the motivation of individuals who work in the organization, because this motivation is what determines the individual's work behavior, in other words, behavior is the simplest reflection of motivation (Yanuari, 2020).

Based on research conducted by Dwiyanisah & Asteria, (2022) they say that motivation has a positive and significant effect on employee performance, and according to the results of research conducted by Andayani, (2023) they say that motivation has a significant effect on employee performance.

## **RESEARCH METHODS**

This type of research is quantitative research. According to Sugiyono, (2017) descriptive statistics are statistics that are used to analyze data by describing and

illustrating the data that has been collected as it is without the intention of making generally accepted conclusions. The objects of the research were all employees of the West Sumatra Province Department of Industry and Trade. The research period will start from June 2023 to September 2023. The population in this study consists of all employees of the Department of Industry and Trade of West Sumatra Province, totaling 92 people. The sampling technique used was *total sampling*. Total sampling is a sampling technique when all members of the population are used as samples (Sugiyono, 2017). The data collection technique in this research is to carry out observations which can be done by directly observing the object being studied or can be formulated as a process of recording individual behavior patterns as subjects and events in the environment as systematic objects, using questionnaires and interviews.

### Operational Definition of Variables

The variables used in this research are variables independent 1, independent variable 2, and independent 3, dependent variable. The independent variable 1 (X1) is competence, independent variable 2 (X2) is education level, independent variable 3 (X3) is motivation, and the dependent variable (Y) is performance.

**Table 2.**  
**Operational Definition of Variables**

No	Variable	Definition	Indicator	Source
1	Performance (Y)	Performance is the result of work that can be carried out by individuals and groups in an organization, in accordance with the rights and obligations of each person in order to achieve organizational goals.	1. Quantity 2. Quality 3. Punctuality 4. Effectiveness 5. Organizational Commitment	(Harahap & Tirtayasa, 2020)
2	Competency (X1)	Competencies are the basic characteristics of people and identify ways of behaving or thinking, knowledge, skills and abilities of individuals that directly influence performance.	1. Knowledge 2. Skills 3. Attitude	(Sutrisno, 2011:204)
3	Education Level (X2)	The level of education is a basic effort made by a person to acquire knowledge and skills.	1. Educational level 2. Suitability of Majors	(Yasin et al., 2021)
4	Motivation (X3)	Motivation is an effort that arises from within a person to work to	1. Remuneration or Wages	(Rahayu, 2022)



No	Variable	Definition	Indicator	Source
		achieve organizational goals.	2. Working Conditions 3. Work Facilities	

### Data collection technique

The characteristics of respondents in this study were based on gender, age, length of work, education and status. The validity test used to measure whether a questionnaire is valid or not uses the *Corrected item total correlation method*. Reliability test uses the *Cronbach test Alpha with Cronbach test results criteria Alpha > 0.600*. In the descriptive analysis test using Likert scale measurements. The normality test uses *one sample Kolmogorov Smirnov* decision making with the *Exact Sig (2-tailed) > 0.05* approach. The multicollinearity test is seen by analyzing the Tolerance and VIF (*Variance Inflation Factor*) values, with the regression model showing that multicollinearity does not occur if the tolerance value is  $> 0.10$  and the VIF value is  $< 10$ . To test heteroscedasticity, use the *Glejser test* with a sign criterion  $> 0.05$ . Multiple regression analysis is used to determine the influence of the independent variable on the dependent variable. The regression equation used is

$$Y = a + \beta^1 X_1 + \beta^2 X_2 + \beta^3 X_3 + e$$

The t value test (partial test) is used to test whether there is a significant relationship between the independent variable and the dependent variable. The hypothesis in this t test is that  $H_0 =$  has no significant effect and  $H_1 =$  has a significant effect. The determination test is used to compare the variable Y explained by  $X^1$  and  $X^2$  with the total variation of Y, if the analysis used is simple regression, the R square value is used.

## RESULTS AND DISCUSSION

Test results of research instruments for the relationship between competency, education level and motivation on employee performance at the West Sumatra Province Department of Industry and Trade.

### 1. Validity test

The validity test is used to measure whether a questionnaire is valid or not using the *Corrected item total correlation method*. A data is said to be valid if the calculated r is greater than the table r. The number of respondents in this study was 92 respondents. From the number of respondents, it can be seen that the r table is 0.205 ( $df = N-2 = 92-2 = 90$ ) with a significant value of 5%. The data results are said to be valid if the calculated r value for *the Corrected item total correlation* is greater than 0.205. Following are the results of the validity test of each variable:

**Table 3**  
**Competency Validity Test Results (X<sub>1</sub>)**

Statement Items	r count	r table	Conclusion
X1.1	0,447	0.2 05	Valid
X1.2	0.686	0.2 05	Valid
X1.3	0.604	0.2 05	Valid
X1.4	0.583	0.2 05	Valid

Statement Items	r count	r table	Conclusion
X1.5	0.578	0.205	Valid
X1.6	0.423	0.205	Valid

Source: Primary data processed by SPSS version 23, 2023

Based on table 3 above, the results of competency validity (X1) can be seen that all indicators in the table above have a *Corrected item total correlation value* greater than that in the r table, namely 0.205, so it can be concluded that all competency instruments are valid.

**Table 4**  
**Educational Level Validity Test Results (X<sub>2</sub>)**

Statement Items	r count	r table	Conclusion
X2.1	0.717	0.205	Valid
X2.2	0.715	0.205	Valid
X2.3	0.835	0.205	Valid
X2.4	0.614	0.205	Valid

Source: Primary data processed by SPSS version 23, 2023

Based on the table above, the results of the validity of the education level (X2) can be seen that all the indicators in the table above have a *Corrected item total correlation value* greater than that in the r table, namely 0.205, so it can be concluded that all the education level instruments are valid.

**Table 5**  
**Motivation Validity Test Results (X<sub>3</sub>)**

Statement Items	r count	r table	Conclusion
X3.1	0,650	0.205	Valid
X3.2	0.659	0.205	Valid
X3.3	0.666	0.205	Valid
X3.4	0,661	0.205	Valid
X3.5	0.479	0.205	Valid
X3.6	0.468	0.205	Valid

Source: Primary data processed by SPSS version 23, 2023

Based on the table above, the results of motivation validity (X3) can be seen that all indicators in the table above have a *Corrected item total correlation value* greater than the r table, namely 0.205, so it can be concluded that all motivation instruments are valid.

**Table 6**  
**Performance Validity Test Results (Y)**

Statement Items	r count	r table	Conclusion
Y.1	0.670	0.205	Valid
Y.2	0,702	0.205	Valid
Y.3	0.686	0.205	Valid
Y.4	0.629	0.205	Valid



Statement Items	r count	r table	Conclusion
Y.5	0.650	0.205	Valid
Y.6	0.588	0.205	Valid
Y.7	0.630	0.2 05	Valid
Y.8	0,471	0.2 05	Valid
Y.9	0.479	0.2 05	Valid
Y.10	0.520	0.2 05	Valid

Source: Primary data processed by SPSS version 23, 2023

Based on the table above, the results of performance validity (Y) can be seen that all indicators in the table above have a *Corrected item total correlation value* greater than that in the r table, namely 0.205, so it can be concluded that all performance instruments are valid.

## 2. Reliability Test

Reliability testing was carried out using *Cronbach Alpha* which if the value is more than 0.600, then it shows the reliability (reliability) of the instrument, and if the value is less than 0.600 then the instrument is declared less reliable.

**Table 7**  
**Data Reliability Test Results**

Variable	Cronbach's Alpha value	Standard Value	Conclusion
Competency (X1)	0.795	0.600	Reliable
Education Level (X2)	0.866	0.600	Reliable
Motivation (X3)	0.825	0.600	Reliable
Performance (Y)	0.873	0.600	Reliable

Source: Primary data processed by SPSS version 23, 2023

Based on the table above, it can be seen that *the Cronbach's Alpha value* for the Competency variable (X1) is 0.795, Education Level (X2) is 0.866, Motivation (X3) is 0.825, and Performance (Y) is 0.873. The results of each variable have a *Cronbach's Alpha* greater than 0.600. And the results of the reliability test show that the instrument is declared Reliable or Consistent.

## 3. Normality test

The normality test aims to determine that the research distribution does not significantly deviate from the normal distribution. The normality test is carried out using *the Kolmogorov-Smirnov Test* in the SPSS 23 application, if the *Exact Sig (2-tailed) value* is  $> 0.05$ , then the data is normally distributed.

**Table 8**  
**Normality Test Results**

Statistical Tests	Exact Sig. (2 - Tailed)	Alpha	Conclusion
-------------------	-------------------------	-------	------------

0.097	0.325	0.05	Normally Distributed
-------	-------	------	----------------------

Source: Primary data processed by SPSS version 23 , 2023

The table above shows that the *One Kolmogorov-Smirnov Test statistical test* uses *exact.sig* in the normality test. In the *One Kolmogorov-Smirnov Test statistical test*, the numbers were obtained probability or *Exact Sig. (2-tailed)* which shows a significant value of 0.325, which means it is greater than 0.05, so it can be concluded that the data used in this research is distributed normal.

#### 4. Multicollinearity Test

The multicollinearity test is to find out whether the regression model found a correlation ( strong relationship ) between the independent variables. The basis for decision making is that if the Tolerance value is greater than 0.10 and the VIF is less than 10, then this means that multicollinearity does not occur.

**Table 9**  
**Multicollinearity Test Results**

Variable	Tolerance	VIF	Information
Competency (X <sub>1</sub> )	0.612	1,634	Not occur Multicollinearity
Education Level (X <sub>2</sub> )	0,599	1,669	Not occur Multicollinearity
Motivation (X <sub>3</sub> )	0.515	1,940	Not occur Multicollinearity

Source: Primary data processed by SPSS version 23 , 2023

From the table above it can be seen that the Competency variable (X<sub>1</sub>) has a Tolerance value of 0.612 > 0.10 and a VIF value of 1.634 < 10, the Education Level variable (X<sub>2</sub>) has a Tolerance value of 0.599 > 0.10 and a VIF value of 1.669 < 10. And the Motivation variable (X<sub>3</sub>) has a Tolerance value of 0.515 > 0.10 and a VIF value of 1,940 < 10. So it can be concluded that there is no multicollinearity in each variable.

#### 5. Heteroscedasticity Test

The heteroscedasticity test is used to see whether in a regression there is an inequality in the residual *variance* from one observation to another. A good regression model is that there is no heteroscedasticity and to determine the presence of heteroscedasticity using the *Glejser test*. If the independent variable is not statistically significant and does not influence the dependent variable, then there is an indication that heteroscedasticity is not occurring.

**Table 10**  
**Heteroscedasticity Test Results**

Variables	Sig.	Alpha	Conclusion
Competency (X <sub>1</sub> )	0.180	0.05	Heteroscedasticity does not occur





Education Level (X <sub>2</sub> )	0.389	0.05	Heteroscedasticity does not occur
Motivation (X <sub>3</sub> )	0.381	0.05	Heteroscedasticity does not occur

Source: Primary data processed by SPSS version 23, 2023

Based on the results of the heteroscedasticity test using SPSS, it can be seen that the sig value of each independent variable is above 0.05, meaning it can be concluded that there are no symptoms of heteroscedasticity. In this way, the data processing stage can be continued to the next processing.

## 6. Multiple Linear Regression Analysis

Calculation of multiple linear regression between competency (X<sub>1</sub>), level of education (X<sub>2</sub>), and motivation (X<sub>3</sub>) which is assisted in the calculation by the SPSS program so that the following results are obtained in the table below:

**Table 11**  
**Multiple Linear Regression Test Results**

Independent Variable	Unstandardized Coefficients			
	B	Q	Sig	Connection
(Constant)	13,609	4,739	0.00 0	-
Competency (X <sub>1</sub> )	0.736	5,338	0.00 0	Influential
Education Level (X <sub>2</sub> )	0, 143	1,156	0.251 _	No effect
Motivation (X <sub>3</sub> )	0,343	2,929	0.004 _	Influential

Source: Primary data processed by SPSS version 23, 2023

Based on the table above, you can see the regression equation, namely :

$$Y = 13,609 + 0,736X_1 + 0,143X_2 + 0,343X_3$$

The regression equation can be described as follows:

1. *constant* result is 13.609, meaning that if competency (X<sub>1</sub>), education level (X<sub>2</sub>) and motivation (X<sub>3</sub>) are constant (fixed), then the employee performance value (Y) is 13.609.
2. The competency variable (X<sub>1</sub>) has a positive regression coefficient value of 0.736. This means that for every competency increase of 1%, employee performance will increase by 0.736 or 73.6% and the other variables are assumed to be constant.
3. The education level variable (X<sub>2</sub>) has a positive regression coefficient value of 0.143. This means that every time the education level increases by 1%, employee performance will increase by 0.143 or 14.3% and the other variables are assumed to be constant.

4. The motivation variable (X3) has a positive regression coefficient value of 0.343. This means that every time motivation increases by 1%, employee performance will increase by 0.343 or 34.3% and the other variables are assumed to be constant.

## 7. Hypothesis Test t

The t test is used to test the research hypothesis, whether there is a significant influence between the independent variable and the dependent variable. Where if the  $t\text{-count} > t\text{-table}$  and the significance value is  $< 0.05$  then the regression test is said to be significant, and vice versa if the  $t\text{-count} < t\text{-table}$  and the significance value is  $> 0.05$  then the regression test is said to be not significant.

**Table 12**  
**Partial Test Results (T Test)**

Variable	T - count	T -table	Value $\delta$	Sig.	Conclusion
Competency (X <sub>1</sub> )	5,338	1,987	0.05	0,000	H <sub>1</sub> Accepted
Education Level (X <sub>2</sub> )	1,156	1,987	0.05	0.251	H <sub>2</sub> Rejected
Motivation (X <sub>3</sub> )	2,929	1,987	0.05	0.004	H <sub>3</sub> Accepted

*Source: Primary data processed by SPSS version 23, 2023*

Based on the table above, the t test results can be explained as follows:

- a. The results of the competency t test on employee performance obtained a t-count of  $5.338 > 1.987$  t-table with a significance value of  $0.000 < 0.05$ , so H<sub>1</sub> is accepted. This means that competence has a positive and significant effect on employee performance.
- b. The t-test results of educational level on employee performance obtained a t-count of  $1.156 < 1.987$  t-table with a significance value of  $0.251 > 0.05$ , so H<sub>2</sub> was rejected. This means that the level of education does not have a significant effect on employee performance.
- c. The results of the motivation test on employee performance obtained a t-count of  $2.929 > 1.987$  t-table with a significance value of  $0.004 < 0.05$ , so H<sub>3</sub> was accepted. This means that motivation has a positive and significant effect on employee performance.

## 8. Determination Test

Analysis of the coefficient of determination in multiple linear regression is used to determine the percentage influence of independent variables consisting of competency (X1), education level (X2), and motivation (X3) simultaneously on employee performance (Y).

**Table 13**  
**Coefficient of Determination Test Results**  
**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
-------	---	----------	-------------------	----------------------------



1	0.755 <sup>a</sup>	0.569	0.555	2.651
---	--------------------	-------	-------	-------

Source: Primary data processed by SPSS version 23, 2023

Based on table 13 above, the Adjusted  $R^2$  (*R square*) figure is 0.555 or 55.5%, this shows that the percentage contribution of the competency variables ( $X_1$ ), level of education ( $X_2$ ), and motivation ( $X_3$ ) simultaneously to employee performance ( $Y$ ) was 0.555 or 55.5%, while the remaining 44.5% was influenced by other variables outside this research.

## DISCUSSION

### The Influence of Competency on Employee Performance

From the results of the first hypothesis carried out by researchers, it was found that the competency variable had a significant positive effect on employee performance at the West Sumatra Province Department of Industry and Trade. The coefficient is positive, meaning that there is a positive relationship between the competency variable and employee performance. This means, the higher the competency an employee has, the employee performance will also increase.

The results of this research are in line with research conducted by Palahudin et al., (2021) in their research showing that competence has a positive and significant influence on employee performance.

Furthermore, this is confirmed by the results of research conducted by Syamsuriadi et al., (2023) in their research showing that competence has a positive and significant influence on employee performance.

Human resource competency is the ability of an individual in an organization (institution) or system to carry out their duties or responsibilities to achieve goals efficiently and effectively. Competency is a trait that includes skills, knowledge and abilities.

Humaira et al., (2020) Competency is one of the assessment factors for improving performance, so companies must pay attention to all the abilities of employees in the organization. Competence is the basic characteristic of a person or employee that makes the difference between him and other people. When one person's competence does not match that of others, qualifications show the skills or competencies possessed by employees by marking professionalism in a particular field as the most important thing and excellence in that field.

### The Influence of Education Level on Employee Performance

The results of the second hypothesis testing carried out by researchers found that the education level variable did not have a significant effect on the performance of employees at the West Sumatra Province Department of Industry and Trade. This shows that the progress of employee performance at the West Sumatra Province Department of Industry and Trade is largely independent of the level of education they have. Because most employees are not placed in the same field as their educational background. Therefore, the level of education has no influence on employee performance.

The results of this research are not in line with previous research conducted by Harahap, (2019) whose research showed that the level of education had a positive and significant effect on employee performance. However, this is in line with the research of Putri & Ratnasari, (2019) and Sigarlaki et al., (2019), whose research shows that the level of education has no effect on employee performance.

The level of education is a long-term process with a systematic and organized method, where employees can learn conceptual and theoretical understanding in achieving general goals. By observing the level and level of education that employees have, they can determine what jobs will be assigned to them (Afwandi et al., 2022).

Education is an activity carried out with the aim of improving the quality of human resources through the implementation of education which includes efforts to increase and improve employee knowledge, skills and attitudes (Susanti & Afifah, 2022).

### **The Influence of Motivation on Employee Performance**

The results of the third hypothesis testing carried out by researchers found that the motivation variable had a significant positive effect on employee performance at the West Sumatra Province Department of Industry and Trade. This shows that the progress of employee performance largely depends on the good and ethical motivation of employees. If employees have poor motivation and ignore other performance efforts, then this will hinder good and satisfactory performance results.

The results of this research are in line with previous research conducted by Dwiyanah & Asteria, (2022) in their research showing that motivation has a positive and significant effect on employee performance.

Motivation is an impulse that comes from within an individual which is caused by other people or oneself achieving goals like other people. Motivation is the most important part because it is very necessary for employee performance everywhere, because motivation can be expected to be able to provide enthusiasm for employees to be more enthusiastic about working hard to achieve high productivity performance (Dwiyanah & Asteria, 2022).

Motivation is very important in improving employee performance. Because if an individual has high work motivation, he will always try to make his work successful. Work motivation can include how to encourage employees' willingness to work, so that they are willing to work hard by providing all their skills and abilities to realize organizational goals (Zella & Magdalena, 2020).

Furthermore, this research is also in line with research conducted by Andayani, (2023) in his research which also shows that motivation has a positive and significant effect on employee performance. This means that the better and higher the employee's motivation, the greater the employee's performance results will be.

### **CONCLUSION**

Based on the results of research that has been carried out, the conclusions in this research are made, namely that competence has a positive and significant effect on employee performance, education level has no effect on employee performance, and motivation has a positive effect on employee performance at the West Sumatra Province Department of Industry and Trade.

### **BIBLIOGRAPHY**

- Afwandi, A. H., Haryanti, P., & Sudarwanto, T. (2022). Pengaruh Tingkat Pendidikan Terhadap Kinerja Karyawan Di Lembaga Keuangan Syariah (Studi Kasus Di BPR Syariah Kota Mojokerto). *JIES : Journal of Islamic Economics Studies*, 3(2), 85–90. <https://doi.org/10.33752/jies.v3i2.460>
- Andayani, Q. J. (2023). Kinerja Pegawai Dilihat Dari Gaya Kepemimpinan dan Motivasi Terhadap ( Studi pada Pegawai Kantor BPTPH Provinsi Sumatera Barat ). *Jurnal Pundi*, 1(2017), 1–18. <https://doi.org/10.31219/osf.io/jpa42>



- Ardiyaningrum, I., Budiastuti, S., & Komariah. (2020). Hubungan antara tingkat pendidikan dan pengetahuan terhadap sikap masyarakat dalam konservasi lahan kering di Kecamatan Selo. *Seminar Nasional Pendidikan Biologi Dan Saintek Ke-V, 2016*, 114–118.
- Ariyanto, S. (2020). Pengaruh penerapan standar akuntansi pemerintahan, dan kompetensi sumber daya manusia terhadap kualitas laporan keuangan pemerintah Kabupaten Pelalawan Tahun 2018. *Valuta*, 6(1), 41–54. <http://ejurnal.umri.ac.id/index.php/jae/article/view/1145%0Ahttp://ejurnal.umri.ac.id/index.php/jae/article/download/1145/690>
- Dwiyansah, P., & Asteria, B. (2022). Analisis Pengaruh Motivasi dan Disiplin Kerja Terhadap Kinerja Karyawan Outsourcing. *Jurnal Manajemen Dewantara*, 4(2), 90–97. <https://doi.org/10.26460/md.v5i2.11056>
- Erlindawati, & Novianti, R. (2020). Pengaruh Tingkat Pendidikan, Pendapatan, Kesadaran Dan Pelayanan Terhadap Tingkat Motivasi Masyarakat Dalam Membayar Pajak Bumi Dan Bangunan. *IQTISHADUNA: Jurnal Ilmiah Ekonomi Kita*, 9(1), 65–79. <https://doi.org/10.46367/iqtishaduna.v9i1.214>
- Harahap, S. F., & Tirtayasa, S. (2020). Pengaruh Motivasi, Disiplin, Dan Kepuasan Kerja Terhadap Kinerja Karyawan Di PT. Angkasa Pura II (Persero) Kantor Cabang Kualanamu. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 3(1), 120–135. <https://doi.org/10.30596/maneggio.v3i1.4866>
- Harahap, S. S. (2019). Hubungan Usia, Tingkat Pendidikan, Kemampuan Bekerja, dan Masa Bekerja Terhadap Kinerja Pegawai dengan Menggunakan Metode Pearson Correlation. *Jurnal Teknovasi*, 06(02), 12–26.
- Hartati, S., Beni Saputra, A., & Andriani, S. (2021). Pengaruh Tingkat Pendidikan Terhadap Kinerja Pegawai dalam Melayani Masyarakat. *Edukatif: Jurnal Ilmu Pendidikan*, 4(1), 298–307. <https://doi.org/10.31004/edukatif.v4i1.1741>
- Humaira, F., Agung, S., & Kuraesin, E. (2020). Pengaruh Integritas Dan Pengembangan Karir Terhadap Kinerja Karyawan. *Manager : Jurnal Ilmu Manajemen*, 2(3), 329. <https://doi.org/10.32832/manager.v2i3.3706>
- Jesa, V. P. D., & Sumiati, S. (2023). Memahami Dampak Manajemen Talenta Dan Kompetensi Terhadap Kinerja Karyawan Pada Pt . *Jurnal Pundi*, 1(2). <https://doi.org/10.54066/jrime-itb.v1i2.219>
- Palahudin, P., Ismartaya, I., & Wetik, J. D. (2021). Kompetensi Sumber Daya Manusia dan Iklim Organisasi terhadap Kinerja Pegawai PDAM Tirta Pakuan Kota Bogor. *Management Studies and Entrepreneurship Journal*, 2(1), 26–33. <https://doi.org/10.37385/msej.v2i1.155>
- Putri, N. R., & Ratnasari, S. L. (2019). Pengaruh Tingkat Pendidikan, Pelatihan, Dan Pengembangan Karir Terhadap Kinerja Karyawan Pt. Asuransi Takaful Batam. *Jurnal AKuntansi, Ekonomi Dan Manajemen Bisnis*, 7(1), 48–55. <https://doi.org/10.30871/jaemb.v7i1.1083>
- Rahayu, S. (2022). *Pengaruh lingkungan kerja, motivasi, disiplin kerja, kompetensi dan budaya organisasi terhadap prestasi kerja (Studi Kasus Pada Pt Komatsu Marketing And Support Indonesia)*. 8–45. <http://repository.stei.ac.id/id/eprint/7610>
- Shihab, M. R., Prahawan, W., & Maria, V. (2022). Pengaruh Disiplin Kerja, Motivasi Kerja, Dan Lingkungan Kerja Terhadap Kinerja Karyawanpada Pt. So Good Food Manufacturing Kabupaten Tangerang Tahun 2020. *Jurnal Inovasi Penelitian*, 3(3), 5479–5492. <https://ojs.serambimekkah.ac.id/semnas/article/view/1696/1356>
- Sigarlaki, M. E., Moniharapon, S., & Taroreh, R. N. (2019). Pengaruh Tingkat

- Pendidikan Dan Pengalaman Kerja Terhadap Kinerja Pegawai Pada Kantor Bappeda Provinsi Sulawesi Utara. *Jurnal EMBA: Jurnal Riset Ekonomi, Manajemen, Bisnis Dan Akuntansi*, 7(3), 3309–3318. <https://doi.org/10.35794/emba.v7i3.24220>
- Sophian, S. (2023). Sistem Informasi Pengolahan Data Pasien Di Puskesmas. *JEECOM Journal of Electrical Engineering and Computer*, 5(1), 86–90. <https://doi.org/10.33650/jeecom.v5i1.5888>
- Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D*. Alfabeta.
- Susanti, F., & Afifah, P. (2022). The Effect of Education and Work Achievement on the Career Development of Employees With Work Motivation as a Mediator at the West Sumatra Regional Financial and Asset Management Agency Office. *Journal of Business, Management*, 2(2), 502–518. <https://doi.org/10.46306/bbijbm.v2i2.74>
- Sutrisno, E. (2011). *Manajemen Sumber Daya Manusia* (Kencana Pr). Kencana Prenada Media Group.
- Syahputra, F. P., Badri, J., Susanti, F., & Ramafina, S. F. (2023). Pengaruh Kepemimpinan dan Motivasi Terhadap Kinerja Pegawai Dinas Tenaga Kerja dan Perindustrian Kota Padang. *Jurnal Economina*, 2, 1075–1087. <https://doi.org/10.55681/economina.v2i5.520>
- Syamsuriadi, S., Amang, B., & Nirpadila, N. (2023). SEIKO : Journal of Management & Business Pengaruh Kompetensi Sumber Daya Manusia terhadap Kinerja Pegawai pada Balai Latihan Kerja Industri Makassar. *SEIKO : Journal of Management & Business*, 6(1), 765–775. <https://doi.org/10.37531/sejaman.v6i1.4407>
- Yanuari, Y. (2020). Pengaruh Motivasi Kerja Dan Lingkungan Kerja Terhadap Kinerja Karyawan. *Journal of Business & Entrepreneurship*, 1(1), 16–29. <https://doi.org/10.35316/idarah.2020.v1i1.16-29>
- Yasin, N., Gunawan, Fattah, M. N., & Parenden, A. (2021). Pengaruh Pengalaman Kerja, Pendidikan Dan Pelatihan (Diklat) Dan Tingkat Pendidikan Terhadap Kinerja Pegawai Di Dinas Pendidikan Kabupaten Soppeng. *Bata Ilyas Educational Management Review PENGARUH*, 1(1), 17–28.
- Zella, F., & Magdalena, M. (2020). Pengaruh Disiplin Kerja dan Motivasi Kerja Terhadap Kinerja Karyawan (Studi Kasus pada PT. Permodalan Nasional Madani (Persero) Cabang Padang). *Jurnal Pundi*, 1(1), 18.
- Zusmawati, Z., & Ramadani, I. R. (2023). Dampak Kepemimpinan, Motivasi Dan Disiplin Kerja Terhadap Kinerja Karyawan (Studi Kasus PT. Suconfindo Padang). *Jurnal Kewirausahaan Dan Manajemen Bisnis: Cuan*, 1(2), 01–21. <https://doi.org/10.59603/cuan.v1i2.9>