The Influence of Competence, Physical Work Environment and Benefits on the Performance of the Civil Service Apparatus (ASN) at the Johor Medan Sub-District Office

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ABSTRACT

The purpose of this research is to identify the impact of Competence, Physical Activity Areas, and Allowances on the achievements of the State Civil Apparatus (ASN) at the Johor Medan Sub-District Office. The results of this research prove that partially the Competence variable (X1) has a positive and significant influence on the ability of the State Civil Apparatus (Y), with a count of 4.218 and a degree of significance of 0.000, which is smaller than 0.05 in a partial way. Physical Work Environment (X2) has a positive and significant impact on the ability of the State Civil Apparatus (Y), with a count of 5.028 and an essential degree of 0.000, less than 0.5, with partial benefits (X3) affecting positively and significantly to the ability of the State Civil Apparatus (Y), with a count of 6.272 and a significant degree of 0.000 less than 0.05. On the other hand, simultaneously, Competence (X1), Physical Work Environment (X2), and Allowances (X3) has a positive and significant impact on the ability of the State Civil Apparatus at the Johor Area Camat Office, with a Fount of 220, 805 and a substantial degree of 0, 00 is less than 0.05

Keywords:
Competence
Physical Work Environment
Benefits and Performance of
State Civil Apparatus

INTRODUCTION

Competence can be used as a tool to select prospective workers. In addition, Competence can assist institutions in aligning work behavior with organizational values. Another factor affecting your business is the comfort of the physical work environment that is often seen and felt: desks, chairs, layout, etc. Another thing that can improve the performance of ASN is certificates. Suppose the ASN tolerance increases work loyalty and service quality. The physical condition of the work environment can stimulate ASN to do work optimally and adequately by the goals set by the institution to create a conducive work environment. In addition to capacity and physical work environment, another factor that affects performance is allowances. As a result, budgets also play a significant role for ASN. With proper care, ASN can provide good work results. Allocation can affect the results of ASN performance. If the services offered by the agency are consistent with the sacrifices the ASN makes in the Workplace, it can do an excellent job of developing or enabling the agency to thrive.

Competency Indicators [2].
1. Knowledge
2. Skill
3. Attitude
4. Nature
5. Motive

A physical work environment is a physical form that can directly or indirectly affect an employee's work. This is a place that can be triggered and displayed with tools around employees in the form of desks, chairs, laptops, temperature, etc. [3]

Indicators of the Physical Work Environment [3].
1. Cleanliness
2. Illumination or Light in the Workplace
3. Air Circulation in the Workplace
4. Coloring in the Workplace
5. Music at Work
6. Temperature at Work
7. Decoration in the Workplace

Allowances are additional income other than wages received by workers, such as wages and salary pay, vehicle allowances, meal allowances, medical allowances, telephone allowances, wife allowances, and child allowances [5].

Allowance Indicator [5].
1. Accuracy
2. Service or Justice
3. Financing
Performance is the result of work carried out by individuals or groups of companies by their respective authorities and responsibilities and strives to achieve organizational goals legally, without violating the law, not contrary to morals and ethics. \[6\]. Performance indicators \[4\] 1. Quality of work 2. Quantity of work 3. Execution of tasks 4. Responsibilities

**RESEARCH METHOD**

The types of data used are qualitative data and quantitative data. Data sources were obtained directly from the Medan Johor District Office, totaling 44 people, and through intermediary media (collected and recorded by third parties) such as books, magazines, and other reading sources.

Multiple linear regression using the following equation model:

\[ Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e \] (1)

<table>
<thead>
<tr>
<th>Variabel</th>
<th>N of Items</th>
<th>Cronbach's Alpha</th>
<th>r Tabel</th>
<th>Keterangan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Competence</td>
<td>5</td>
<td>0.923</td>
<td>0.70</td>
<td>Reliabel</td>
</tr>
<tr>
<td>Physical Work Environment</td>
<td>7</td>
<td>0.864</td>
<td>0.70</td>
<td>Reliabel</td>
</tr>
<tr>
<td>Allowance</td>
<td>3</td>
<td>0.831</td>
<td>0.70</td>
<td>Reliabel</td>
</tr>
<tr>
<td>ASN Performance</td>
<td>4</td>
<td>0.838</td>
<td>0.70</td>
<td>Reliabel</td>
</tr>
</tbody>
</table>

In the histogram graph of Civil Servant Performance above, it can be seen that the variables are normally distributed; this is indicated by the distribution of the data forming a bell pattern that has symmetrical lines on the left and right.

The Normal P-Plot Regression Civil Servant Performance results show that the points are not far from the diagonal line. It can be concluded that the regression model is usually distributed.

To ensure the residual data for the normality test, the residual data was tested again using the Kolmogorov Smirnov test. Table 5.6 shows the Asymp value. Sig (2-tailed) is 0.845, which means > 0.05; it can be concluded that the data is normally distributed.
Table 2
One Sample K-S. Normality Test Results

<table>
<thead>
<tr>
<th>N</th>
<th>Unstandardized Residual</th>
</tr>
</thead>
<tbody>
<tr>
<td>44</td>
<td></td>
</tr>
</tbody>
</table>

Normal Parameters

<table>
<thead>
<tr>
<th>Mean</th>
<th>0E-7</th>
</tr>
</thead>
<tbody>
<tr>
<td>Std. Deviation</td>
<td>1.6651229</td>
</tr>
</tbody>
</table>

Most Extreme Differences

| Absolute | .093 |
| Positive | .044 |
| Negative | -.093 |

Kolmogorov-Smirnov Z

| .614 |

Asymp. Sig. (2-tailed)

| .845 |

Table 3
One Sample K-S. Normality Test Results

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>.747</td>
<td>.094</td>
</tr>
<tr>
<td></td>
<td>Kompetensi</td>
<td>.660</td>
<td>.085</td>
</tr>
<tr>
<td></td>
<td>Lingkungan Kerja</td>
<td>.538</td>
<td>.057</td>
</tr>
<tr>
<td></td>
<td>Fisik</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Tunjangan</td>
<td>.530</td>
<td>.022</td>
</tr>
</tbody>
</table>

From the data above, it can be seen that the VIF value in all variables has a tolerance value above 0.1 and a VIF value below 10, it can be concluded that the regression model in this study does not occur multicollinearity.

Figure 3
heteroskedastisitas

The picture above shows that the data points spread around zero and do not collect at one point. The distribution of these data points also does not form a pattern. So it can be concluded that the regression model in this study does not experience heteroscedasticity problems.

RESULTS AND DISCUSSIONS

1. The t value of the national private organization productivity competency variable was obtained at 4.218, which can be assessed as more significant than the t table value (df = nk1), where (df = 4441 = 39) 1.684, the significance level is 0.000. Furthermore, the significance level is set to 0.05.
2. It can be determined that the count value of the Physical Work Environment variable on the Performance of the State Civil Apparatus is obtained at 5.028, which is greater than the table value of (df = nk-1) where
(df = 44-3-1 = 39) 1.685 with a significance level of 0.000 is smaller than the predefined alpha significant level of 0.05.

3. It can be determined that the t-count value of the Allowance variable on the Performance of the State Civil Apparatus is obtained at 6.272, which is greater than the t-table value, which is \((df = nk-1)\) where \((df = 44-3-1 = 39)\) is 1.684 with a significance level of 0.000 smaller than the predefined alpha significant level of 0.05.

The F value of the Competence variable, Physical Work Environment and Allowances on the Performance of State Civil Apparatus is 220.805 while Ftable is \((df = nk)\) where \((df = 44-4 = 40)\), with df numerator = 3, df denominator = 40 then the value of f table = 2.84 and significant level = 0.05. This shows that Fount > Ftable(220.805 > 2.84). With a significance of 0.000, which means it is less than 0.05. So it can be concluded that the variables of Competence, Physical Work Environment, and Allowances have a significant positive effect on the Performance of the State Civil Apparatus at the Medan Johor Sub-District Office.

Adjusted R Square obtained is 0.939 (93.9%). Thus the variables of Competence, Physical Work Environment, and Allowances simultaneously have a solid level so that they can explain the variable of State Civil Apparatus Performance.

CONCLUSION

1. The results of the hypothesis test state that Competence has a positive and significant effect on the Performance of the State Civil Apparatus. This is evidenced by the positive coefficient value of 0.660 and the significance value of 0.000, which is smaller than the predetermined significance level of 0.05.

2. The results of the hypothesis test show that the physical work environment has a positive and significant effect on the performance of state civil equipment. This is evidenced by a positive coefficient value of 0.538 and a significance value of 0.000, which is lower than the set significance level of 0.05. Hypothesis testing shows that tolerance has a positive and significant effect on the performance of state civil equipment. This is evidenced by a positive coefficient value of 0.530 and a significance level of 0.000. This is smaller than the specified significance level of 0.05.

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