The Relationship Of Training And Competence To The Performance Of Asn Bappelitbangda Sidenreng Rappang District

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Abstract: This study aims to find out and find the relationship that exists in the variables of training and competency on performance in ASN Development Planning, Research and Regional Development Board of Sidenreng Rappang Regency, both the relationship is partial and the relationship is simultaneous. This research uses quantitative research with descriptive statistical analysis approach and inferential statistical analysis and uses validity and reliability testing, classical assumption testing, and hypothesis testing. Data collection techniques used are observation, interviews, questionnaires, and documentation. The population is 42 people and the total sample is 42 people using saturated sampling technique. The results of the research that have been obtained are based on the analysis of data testing that the training variables and competency variables simultaneously affect the performance variables based on the results of the F test that the value of $F_{count}17,756 > F_{table}3.23$, which means that Training and Competence affect ASN performance. Partially, training has not had an effect on performance. Evidenced by the results of the Sig. $0.716 > Sig. 0.05$, and the t value$_{count}$-$0,366 < t_{table}2.023$. However, competence partially has a positive and significant effect on performance based on the Sig value. $0.00 > 0.05$ and $t_{count}5,621 > t_{table}2,023$.

Keywords: Training; Competence; Performance

INTRODUCTION

The use of Human Resources as a tool to achieve goals is no longer relevant to today's modern management views. Human Resources has occupied the most expensive and vital position as the most important asset in an organization or in other terms it is called *human capital* (Sinambela, 2016: 168). As with capacity building, one of them is through the provision of training which in turn can increase the ability to work. according to the Big Indonesian Dictionary.

According to Adrew E. Sikula in Mangkunegara, training (training) is a short-term educational process that uses systematic and organized procedures, non-managerial employees learn technical knowledge and skills within limited objectives[1]. According to Handoko (2002: 104), training is intended to improve the mastery of certain, detailed and routine work implementation skills and techniques[2]. Training is related to increasing ability and skills of employees who have occupied certain positions or tasks. The emphasis in a training is on the task to be carried out [3]. Training is a short-term educational process for operational employees to acquire systematic operational skills[4]. as for the factors that influence the training, among others, 1) Required material, the material is prepared from the estimated needs of the training objectives, the need for teaching special skills. 2) Training methods, which are used through systematic training methods. 3) The principle of learning, the material used is in the form of training provided. 4) Provisions and suitability of facilities, facilities are very supportive for the implementation of the training program. 5) The ability of the trainees[5].

Competence can be defined as the basic characteristics of a person who has a causal relationship with the reference criteria of effectiveness and/or excellence in a particular job or situation [6]. The competence of each employee is one of the important assets for a company. Employees who have good competency potential will have a positive impact on the production process because they have good performance [7]. A company needs to have a workforce that has the competence to be able to complete the work in accordance with company procedures [8]. Competence is a skill that is owned formally, and it is very necessary that formal recognition is owned by employees of an agency [9]. competence can be described as the ability to carry out one task, role or task, the ability to integrate knowledge, skills-skills, attitudes and personal values, and the ability to build knowledge and skills based on experience and learning [10].

Performance can be interpreted as work performance, namely work results in quality and quantity achieved by a workforce in carrying out their duties in accordance with the responsibilities given to them [11]. Performance is the activity of employees in doing work and the results achieved from the work or about what is done and how to do it [12]. Employee performance is one of the factors determining the success of an organization or government agencies in achieving their goals, it is known that employees who have high performance are characterized by several things, including employees who can complete tasks pro perly and quickly, employees who are willing to comply with regulations that apply in the company, employees who are able to work in a predetermined time, employees can cooperate with other employees in completing work or a task determined by the company [13]. In improving the performance of company employees must be able to know the factors that can affect performance. There are many factors that can affect employee performance, including compensation, work discipline, morale, level of education, skills, nutrition and health, attitudes and ethics, motivation, work climate, technology, production facilities, employment opportunities and opportunities for achievement [14] . Employee performance is one of the determinants of the success of an agency or organization in achieving its goals. For this reason, the performance of employees can affect the performance of the agency as a whole [15]. In a similar case, it is also hoped that this will happen to the State Civil Apparatus of the Regional Development Planning, Research and Development Agency of Sidenreng Rappang Regency. [21]

Based on the phenomena found by the author in the field, that training and competence on ASN performance at the Sidrap Regency Bappelitbangda, there are still limitations to understanding and knowledge of ASN in carrying out the tasks inherent in their positions. This is because most of the ASNs are still have attended training related to the new position structure, there has been no socialization related to changes to the new rules and changes to several job structures and equalization of positions which in the end have implications for the ability to complete work on time. [22] The competency of ASN related to adjustment of duties and positions is still lacking, in terms of preparing work agendas related to functional planning positions, setting performance appraisal targets, and several other administrative rules that ASN Bappelitbangda Sidrap Regency also has to understand. With a clear division of ASN duties based on the division of tasks that have been set at the beginning of the year along with the signing of a performance agreement. From the phenomenon described above, it will indirectly affect the performance of ASN at Bappelitbangbanda Sidrap Regency in carrying out their daily duties and functions.[20]

With the existence of previous research conducted, there is research that is relevant to the research conducted by researchers. Cindy Ayu Lestari and Anggi Post Arnu (2021) research results obtained from Results F_{count}14.637 Indicates the value of F_{table}3.16 with a significance level (0.00) The partial influence of competence on performance is 0.379 or 37.9%. t value$_{count}$ competency variable 2.747 then t_{count}> t_{table}(2.747 > 1.673). This shows that competency has a positive and significant effect (0.046), further research conducted by Andini Aprilia Adiningsih and Taufik Rahman.(2020) the results obtained have the effect of competency and training variables on the performance of employees of PT. Saptaindra Sejati, Tabalong Regency, both partially and simultaneously. The results obtained in previous research can be used as a reference and comparison related to research that will be conducted by researchers.

For example, for supervisory positions and/or functional positions, they are still experiencing technical problems regarding what must be done. Some of the Bappelitbangda ASNs who occupy these positions have not received socialization and training or the like so that these officials can know what are the duties and work obligations that must be fulfilled. There were several ASNs who said that "basically the work in that position has not changed significantly, it's just that there was no preparation, so we pushed ourselves to make work adjustments. Apart from that, there are a number of administrative matters that we still do not know about and these things become a burden and an obstacle for us to fulfill our duties and work." This unpreparedness according to the author needs to be answered by givingtreatment or solution. And training is one of the solutions that can be provided at this time to answer these problems and complaints. Why training? Because according to the author, training with a relatively shorter span of time can allow ASN Bappelitbangda to get technical information related to work, experience, and things needed to answer their current job deadlocks and problems compared to involving employees in training education programs organized by partners. Therefore, it is hoped that later the trainings carried out will be able toupgrade the ability and knowledge of the ASN of the Regional Planning, Research and Development Agency for the Sidenreng Rappang Regency regarding their duties and work, so that the complaints felt by the ASN are answered by providing training.

METHOD

Research design

This research is a quantitative research. According to Kuncoro (2013: 145), quantitative data is data that is measured on a numerical scale (numbers) that can be divided into interval data and ratio data. For quantitative data in this study, numbers from the questionnaire will be used which will later be distributed to ASN Bappelitbangda respondents in Sidrap Regency. In addition to this, in collecting data, qualitative data will also be used which has been quantified using a Likert scale measurement.

The variable in this study is Training whose indicators are adapted from Mangkunegara (2012) [5], there are several training indicators. The training indicators include instructors, participants, materials, methods, goals and objectives. In this study closed statements were used with a range of rating scales, namely, Strongly Disagree: 1, Disagree: 2, Undecided: 3, Agree: 4, and Strongly Agree: 5. (Sugiyono, 2010) [16].

Furthermore, the second variable is the competence of Spencer (1993:9), namely motives, traits, self-concept, knowledge, skills [17]. Which is measured with a Likert scale.

According to Robbins (2006:260) [18], performance variables state that there are several performance indicators that are used in general, namely: quality of work, responsibility, timeliness, independence and effectiveness. Measure it using a Likert scale.

Test the quality of the data used in this study is the Validity Test and Reliability Test, while to test the hypothesis using the Partial Test (t test), Simultaneous Test (F Test), and the Coefficient of Dermination test (R^2). The data analysis used in this study is multiple linear regression analysis. The statistical software used is SPSS.

Population and Sample

The population is a generalization area consisting of the qualities and characteristics of an object or subject determined by the researcher to be studied, researched and then drawn conclusions. (Sugiyono, 2011). While the sample is part of the population that is considered sufficiently representative of the study population. (Sugiyono, 2011)[19]. In determining the sample, the authors use saturated sampling technique. The number of research samples is 42 active civil servants.

RESULTS AND DISCUSSION

Results

Table 1 He wassis Validity

Item	r_hitung	r-tabel	Information
X1.1	0,579		Valid
X1.2	0,727		Valid
X1.3	0,624		Valid
X1.4	0,773		Valid
X1.5	0,604	0,304	Valid
X1.6	0,831		Valid
X1.7	0,802		Valid
X1.8	0,698		Valid
X1.9	0,848		Valid
X1.10	0,788		Valid
X2.1	0,500		Valid
X2.2	0,540		Valid
X2.3	0,580		Valid
X2.4	0,626	0,304	Valid
X2.5	0,643		Valid
X2.6	0,621		Valid
X2.7	0,682		Valid
X2.8	0,557		Valid

Item	r_hitung	r-tabel	Information
X2.9	0,598		Valid
X2.10	0,661		Valid
Y. 1	0,729		Valid
Y. 2	0,610		Valid
Y. 3	0,656		Valid
Y. 4	0,760		Valid
Y. 5	0,738	0,304	Valid
Y. 6	0,697		Valid
Y. 7	0,540		Valid
Y. 8	0,831		Valid
Y. 9	0,484		Valid
Y. 10	0,456		Valid

Source: SPSS processing results, data processed, 2022

Based on the information in the table above the results of the validity test on the training variables (X_1) and Competency (X_2) and performance (Y). displays information that all statement items are valid. This has been through the process of proving in the table the results of the analysis of all correlations $r_{count} > r_{table}$, and also the value of Sig. 0.000 < Sig. 0.05, for all item statements.

Table 2 Hasil Uji Reliabilitas

No.	Variable	*Cronbach's Alpha*	r_tabel	Information
1	Training (X_1)	0,900	0,304	Reliabel
2	Competency (X_2)	0,802	0,304	Reliabel
3	Performance (Y)	0,847	0,304	Reliabel

Source: SPSS processing results, data processed, 2022

The reliability test in the table above obtained some information that all the variables in this study that were used or applied were stated to be reliable or consistent.

a. Partial Test (t test)

Partial tests were carried out for the purpose of analyzing the effect of one variable on the dependent variable, then another variable on the dependent variable or one by one the independent variables on the dependent variable. The categories used to support decisions are:

- If the significance value is <0.05 or t count > t table, then there is an influence of the independent variable on the dependent variable;
- If the significance is > 0.05, or tcount <ttable, then there is no effect of the independent variable on the dependent variable.
- The formula used to calculate t table is as follows: t table = ($\alpha/2$; n – k – 1) t table = (0.05/2 ; 42 – 2 – 1) = (0.025 ; 39) = 2.023

Information:
  - α : Confidence level (0,05)
  - k : Number of variables X (Independent Variable) (2)
  - n : Number of respondents (42)

Table 3 Partial Test (Uji t)

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.010	5.878		1.873	.069
	Pelatihan	-.039	.108	-.046	-.366	.716
	Kompetensi	.775	.138	.707	5.621	.000

a. Dependent Variable: Total_Y

Source: SPSS processing results, data processed, 2022

The results of table 3 of the partial test or t test contain the following information:

a. Sig. Value 0.05 for training (X_1) on the performance variable (Y) is 0.716 > 0.05, and t_{count} of -0.366 $< t_{table}$2.023. Based on the decision-making criteria, it can be concluded that the provision of training (X_1) on ASN Bappelitbangda has no effect on performance quality (Y);

b. Sig. Value for the influence of competency variables (X_2) on performance (Y) is 0.00 <0.05, and the value of t_{count} of 5.621 > t_{table}2.023. Based on the partial test decision-making criteria, it can be explained that the competency factor (X_2) has a causal relationship (influence) on the performance variable (Y).

b. Simultaneous (F Test)

Simultaneous tests were carried out to track information on the simultaneous effect or influence caused by the implementation of the independent variables on the dependent variable. The criteria used to support the decision are:

- When Sig. < 0.05 or F_count > F_table, it can be concluded that there is a simultaneous relationship between the independent variable and the dependent variable;

- When Sig. > 0.05 or F count <F table, then there is no simultaneous relationship found in the independent variable to the dependent variable.

- The formula used to calculate F table is as follows: F tabel = F (k ; n – k)

     F tabel = (2 ; 42 – 2) = (2 ; 40) = 3,23

Information:

k   : Variable X (independent) (2)

n   : Number of respondents (42)

Table 4 Simultaneous Test (F Test)

ANOVAᵃ

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	226.814	2	113.407	17.756	.000ᵇ
	Residual	249.091	39	6.387		
	Total	475.905	41			

a. Dependent Variable: Total_Y

b. Predictors: (Constant), Total_X₂, Total_X₁

Source: SPSS processing results, data processed, 2022

The results of table 4 of the simultaneous test show that the value of Sig. the independent variable to the dependent variable is 0.000 <0.05, and the value of F_count independent variable to the dependent is 17.756 > F_table 3,23. Based on the decision criteria, it was concluded that the independent variables had an effect on the dependent variable.

c. Determination Coefficient Test (R^2)

Knowing more about the effect caused by the implementation of the simultaneous test in the form of the percentage of the independent variable on the dependent variable is one of the objectives of carrying out the R^2 test (test the coefficient of determination).

Table 5 Determination Coefficient Test (R^2)

Model Summaryᵇ

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.690ᵃ	.477	.450	2.527

a. Predictors: (Constant), Total_X₂, Total_X₁

b. Dependent Variable: Total_Y

Source: SPSS processing results, data processed, 2022

Based on table 5 *model summary* about the results of the R test², it is known that the correlation coefficient (R) is 0.690 and the value of R*Square* (R^2) of 0.477. The coefficient of determination comes from the squaring of the correlation coefficient, namely 0.690 x 0.690 = 0.477. This value output provides

information that the simultaneous effect of the independent variables (training and competency) on the dependent variable (performance) is 0.477 or equal to 47.7%. There is another effect of 52.3% which can improve ASN performance at Bappelitbangda Sidenreng Rappang Regency outside of the training and competency variables.

d. Multiple Regression Analysis

To determine the effect of training variables (X_1) and competency (X_2) on performance (Y), then multiple linear regression analysis is an option that can be used.

Table 6 Multiple Regression Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.010	5.878		1.873	.069
	Training	-.039	.108	-.046	-.366	.716
	Competence	.775	.138	.707	5.621	.000

a. Dependent Variable: Total_Y

Source: SPSS processing results, data processed, 2022

As for the test results in table 6, it is known that some information such as value *Constant (a)* 11.010, β value$_1$ -0.039, and β value$_2$ of 0.775. The multiple linear regression equation is as below:

$$\hat{Y} = \alpha + b_1 X_1 + b_2 X_2$$
$$\hat{Y} = 11,010 - 0,039\ X_1 + 0,775\ X_2$$

Based on the regression equation above, it can be seen several things as follows:
a. Coefficient value *Constant (a)* 11.010, has the understanding that without being influenced by training and competence, the performance value is 11.010;
b. The regression coefficient value of the training variable (X1) or β_1 of -0.039. This shows that if the training variable increases by one unit, the performance also changes by -0.039 units, where the competency variable is constant;
c. The coefficient value of the competency variable (X_2) or β_2 is equal to 0.775. It has the understanding that if the competency variable experiences an increase or an increase in one quality unit, then the performance variable also experiences an increase in quality by 0.775, assuming that the training variable is in constant conditions.

Discussion

This section presents research exposures that have gone through a review process in order to obtain information regarding the correlation or relationship between training and competency on ASN performance at the Bappelitbangda agency, Sidenreng Rappang Regency. Based on this, it is hoped that this research exposure will solve the problem and answer the research hypothesis as follows:
a. Effect of Training on Employee Performance
   The results of this study indicate that the results of the partial test, training has no significant effect on performance. Training has not yet become a variable that can influence the performance of ASN Bappelitbangda Sidrap Regency. This has also gone through a series of verification processes by looking at the partial test output results which show the Sig value. 0.716 > Sig. 0.05, and t_ value$_{count}$ of -0.366 < t_$_{table}$ 2.023. This means that the partial test of the training variable (X_1) on the performance variable (Y), has no significant effect or correlation.

b. The Effect of Competence on Employee Performance
   The results of this study indicate that competence (X_2) has significant implications and is in line with performance (Y). This can be shown through the output value of Sig. competency variable (X_2) on performance (Y) of 0.000 <0.05, and the value of t$_{count}$ of 5.621 > t$_{table}$ 2.023. This means that the competence variable (X_2) significantly influence the performance variable (Y). This is in line with research that has been conducted by Citra Ayu Lestari and Anggi Pasca Arnu (2021), which states that competence has a positive and significant effect based on the results of a partial test on performance, namely 0.379 or the equivalent of 37.9%. t_value$_{count}$ competency variable of 2.747 > t$_{table}$ 1.673 with a significance of 0.046 <0.05. Abdul Jamali (2016) also stated the same thing that competence is the most dominant factor that influences performance.

c. The Influence of Training and Competence on Employee Performance
Simultaneous test results show that the value of Sig. the independent variable to the dependent variable is 0.000 < 0.05, and the value of F_countindependent variable against bound is 17,756 > F_table3,23. Based on the decision criteria, it was concluded that the independent variables had an effect on the dependent variable. It can be said that training and competence provide concrete evidence regarding the performance of ASN Bapelitbangda Sidrap Regency. It is hoped that ASN will always attend training and teachUpgrade the competencies they have to carry out and support their daily duties and functions as ASN Bapelitbangda Sidrap Regency.

CONCLUSION

Based on the results of research and analysis of research data related to the Effect of Training and Competence on ASN Performance at the Regional Development Planning, Research and Development Agency of Sidenreng Rappang Regency, the following conclusions are obtained:

1. Training (X_1) partially, does not significantly influence the performance of ASN at the Regional Development Planning, Research and Development Agency of Sidenreng Rappang Regency based on a partial test of training variables. This is proven based on the partial test which shows that the Sig value is $0.716 > $ Sig. 0.05, and tcount of $-0.366 < t_{table}2.023$. In contrast to competence (X_2) which has a positive and significant influence on performance. This is proven based on a partial test with a Sig. $0.00 < 0.05$, and the value of t_{count} of $5.621 > t_{table}2,023$.

2. Training and competence are known to have a simultaneous influence on ASN performance at the Regional Development Planning, Research and Development Agency in Sidenreng Rappang Regency. This can be proven based on the results of the F test that has been carried out and shows that the value of Sig. $0.000 < 0.05$, and the value of F_{count} of $17.756 > $ Ftable of 3.23.

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