The Effect of Motivation, Competence and Work Environment to the Management of Goods as a Regional Asset Manager in Padang City

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Abstract - *This study aims to determine the effect of motivation, competence and work environment on improving the performance of goods administrators as employees of regional asset management in Padang City. The object of this research is the Management of Goods within the Padang City Government with studies conducted at the Regional Financial and Asset Management Agency. The total population is 481 people who manage goods, samples taken as many as 120 people randomly. Instrument testing is done by validity test and reliability test. Data analysis using multiple linear regression analysis and hypothesis testing. The results of this study found that motivation, competence and work environment had a significant effect on the performance of goods administrators as employees of asset management in the Padang City Government environment.*

Keywords: *Motivation; competence; work environment and the performance of the caretaker of goods*

1.   INTRODUCTION

Goods manager is an employee who is entrusted with the task of handling regional property in the regional work unit / work unit in the City Government of Padang. The goods manager consists of the user goods manager and the assistant item manager. The organizer of the goods is based on the Padang Mayor Decree No. 54 of 2019 concerning Management of user goods and management of auxiliary goods in the Regional Work Unit (SKPD) of the Padang City Government which is formed once a year and if there are changes it can be revised again.The implementation of regional goods management in the Padang City Government Environment has referred to the Minister of Domestic Affairs Regulation No. 19 of 2016 concerning the Guidelines for the Management of Regional Property, but until now the implementation of regional goods management in the Padang City Government Environment has not been optimal because of the low performance of the management of goods as management employees regional assets in the city of Padang. This can be seen from the asset report from the SKPD which is still late submission to the BPKAD of Padang, especially in the Asset Sector. The impact of this delay will affect the money supply of the SKPD concerned and this will also affect the implementation of activities in the SKPD within the City Government of Padang. The low motivation of the caretaker of the goods in carrying out their duties as managers of regional assets is also influenced by the support of the leadership, so far the SKPD leaders who are in the Padang City Government environment do not provide support to the caretaker of the goods in completing their work, as a result many goods administrators are less eager in carrying out their duties as managers regional assets in the city of Padang. The competence of the management of the goods needs to be improved so that what is expected by the Government of the City of Padang in improving the quality of employees, especially the manager of the goods as the manager of regional assets in the city of Padang can be achieved as well as facilities and infrastructure that are less supportive such as computer facilities that are still lacking, causing frequent management of goods in turn to make entries data. The schedule that has been compiled by the asset field for the caretaker of the data entry, is often not as scheduled.To address these existing problems, we need reliable and quality human resources to answer existing problems in accordance with their main tasks and functions. Efforts that must be carried out on an ongoing basis include covering various aspects of employee career development and development, so that the work motivation, competence and work environment of employees to increase productivity in accordance with the demands and their role as community servants and public servants.

2.   THEORITICAL REVIEW

2.1 The performance

According to Hasibuan (2002: 160[10]), Performance is defined as the results of work that has been achieved by someone in carrying out their tasks based on intelligence, effort and opportunity they do. Performance measurement is not intended to act as a mechanism to provide rewards / laws (reward / punisment) However, performance measurement acts as a communication and management

tool to improve organizational performance. Factors that influence performance are motivation, competence and work environment. In the sense that a person's performance is strongly influenced by motivation, competence and work environment.

2.2 Motivation

According to Hasibuan (1996: 95[10][10]), motives are the driving force of a person's willingness to work, each motive has a specific goal to be achieved. While motivation is the giving of a driving force that creates the excitement of one's work, so that they want to cooperate, work effectively and be integrated with all the power and efforts to achieve satisfaction.

2.3 Competence

In the opinion of Becker and Ulrich in Suparno (2005: 24) that competency refers to individual's knowledge, skills, abilities or personality characteristics that directly influence job performance. That is, competence contains aspects of knowledge, skills (expertise) and abilities or personality characteristics that affect performance.

2.4 Work environment

The work environment is one important factor in creating employee performance, because the work environment has a direct influence on employees in completing work which will ultimately improve organizational performance. A working environment is said to be good if the employee can carry out activities optimally, healthy, safe and comfortable. Therefore the determination and creation of a good work environment will greatly determine the cleanliness of the achievement of organizational goals. Conversely, if the working environment is not good it can reduce motivation and morale and ultimately can reduce employee performance.

3.   DATA ANALYSIS TECHNIQUES

The object of this research is the Management of Goods in the Padang City Government environment with a study conducted at the Regional Financial and Asset Management Agency or BPKAD of Padang City as the Regional Government Work Unit Assistant SKPD. The total population is 481 people who have taken sample items, who have taken 120 people who have been taken randomly or randomly. The instrument was tested using validity and reliability testing. Data analysis uses multiple linear regression analysis and hypothesis testing.

4.   RESEARCH RESULTS

The results of this study found that motivation has a significant effect on the performance of the management of goods as an employee managing regional assets in the Padang City Government environment. regional assets in the Padang City Government. Means there is a significant influence between motivation, competence and work environment on the performance of the management of goods as an employee of the Regional Asset Manager in the city of Padang.

Coefficientsa

Model		Unstandardized Coefficients	Standardized Coefficients	t	Sig.	Adjusted R Square
		B	Beta			
1	(Constant)	0.525		0.384	0.702	
	X_1	0.184	0.255	2.91	0.004	0.378
	X_2	0.111	0.218	2.721	0.008	
	X_3	0.166	0.315	3.524	0.001	

a. Dependent Variable: Y

Based on table 1 above, we can determine the multiple linear regression equation as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$
$$Y = 0.525 + 0,184X_1 + 0,111X_2 + 0,166X_3 + e$$

Where:

Y   = employee performancea
a   = Konstanta
$b_{1,2,3}$ = KoefisienRegresi
X_1 = motivation
X_2 = Competence
X_3 = Work environment
e   = Error

Interpretation of the above equation:

a. The constant value (a) of 0.525 which means that without work motivation, competence and work environment for the performance of the caretaker of these goods only reaches 0.525

b. The coefficient regression value of work motivation variable (X1) is 0.184 with a positive direction, which means that work motivation has a positive relationship with the performance of goods executors. This shows that the better the work motivation, the higher the performance of the caretaker of the goods. If work motivation (X1) increases by one unit, the performance of the goods handler (Y) will increase by 0.1848 with the assumption that other variables are fixed.

c. The coefficient regression value of competency variable X2 is 0.111 with a positive direction, which means competence has a positive relationship with employee performance. This shows that the better the competency, the higher the performance of the goods management. If competence (X2) increases by one unit, then the performance of the goods handler (Y) will increase by 0.111 assuming the other independent variables remain.

d. The value of the regression coefficient variable Work environment (X3) of 0.166 with a positive direction, which means the work environment has a positive relationship with the performance of the caretaker of goods. This shows that the better the work environment, the higher the performance of the caretaker of goods. If the work environment (X3) increases by one unit, the employee's performance (Y) will increase by 0.166 with the assumption that other independent variables remain.

e. The R Square coefficient value is the contribution of the examined variables namely motivation,

competence and work environment to the performance variable of the caretaker of goods by 0.378.

5. CONCLUSION

Based on the results of research on the influence of motivation, competence and work environment on the performance of the Property Management as a Regional Asset Management Employee in the city of Padang in chapter four above, it can be concluded that:

1. The majority of respondents in this study were female civil servants, who were appointed as caretakers of goods with the issuance of a decree of the Mayor of Padang. In general, respondents in this study were bachelor with an average age between 31 to 40 years.

2. Performance is measured using 3 question items where all items are valid, motivation variables are measured using 6 question items that are all valid questions, competency variables are measured using 5 valid question items, as well as work environment variables measured by 7 items questions and all questions declared valid.

3. The results of this study indicate that the variables of motivation, competence and work environment significantly influence the performance of the management of goods in the Padang City Government environment because t hit = 2.910 with α = 0.05 or sig level = 0.004 <0.05. Thus t hit> t table, or sig. <α = 0.05. Means there is a significant influence between work motivation on the performance of the caretaker of goods as an employee of the Regional Asset Manager in the city of Padang. While t hit = 2.721 with α = 0.05 or sig level = 0, 008 <0.05. Thus t hit> t table, or sig. <α = 0.05. Means that there is a significant influence between competence on the performance of the management of goods as employees of the Regional Asset Manager in the city of Padang. because t hit = 3,524 with α = 0.05 or level of sig = 0.001 <0.05, so does t hit> t table, or sig. <α = 0.05. Means that there is a significant influence between the work environment on the performance of the management of goods as employees of the Regional Asset Manager in the city of Padang.

4. The three variables, namely motivation, competence, and work environment have a positive and significant effect on the performance of the Property Management as a Regional Asset Management Officer in the City of Padang. Simultaneously the application of work motivation, competence and work environment has a positive and significant relationship to the performance of the Property Management employee as a Regional Asset Management Officer in the City of Padang.

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