The Influence of Competence, Compensation and Motivation on the Performance of Non-Permanent Employees

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ARTICLE INFORMATION

ABSTRACT

The purpose of this study was to determine the effect of competence, compensation, and motivation on the performance of non-permanent employees. The research method used is explanatory which aims to test hypotheses about a causal relationship between the variables studied from 91 non-permanent employees at the Regional Secretariat of Tanah Laut Regency, South Kalimantan. The results show that competence does not affect the performance of temporary employees, compensation affects the performance of temporary employees, work motivation affects the performance of temporary employees, competence, compensation and work motivation simultaneously affect the performance of temporary employees.

Keywords: competence, compensation, motivation, non-permanent employee performance

INTRODUCTION

Manpower is one of the important factors that must be considered by organizations to achieve goals. Therefore, in this case, the organization is required to manage its resources in a planned manner, especially human resources as the operational executor of the organization to produce usability and usability in each activity. Thus, the organization can not only maintain and improve the existence of its performance.
According to (Arifin Zainal, 2017) competence refers to the behavioral dimensions of a role or behavior that a person needs to be able to carry out his work satisfactorily. Competence is a person's ability to produce at a satisfactory level in the workplace, including one's ability to transfer and apply these skills and knowledge in new situations and increase agreed benefits. Competence describes what people do in the workplace at various levels and details the standards of each level, identifying the characteristics, knowledge and skills needed by individuals who carry out their duties and responsibilities effectively so as to achieve professional quality standards in work.

Organizations must be able to foster and direct their human resources in accordance with the goals expected by the organization. Leaders need to give employees the opportunity to participate in paying serious attention to creativity, initiative, opinion, and even criticism that builds the organization that is run. Leaders must also treat their subordinates humanely, respect, respect according to human dignity and worth.

Organizations need to be supported by qualified and professional employees, so that employees have good performance, the organization should really pay attention to the compensation given to employees. According to (Spitzmuller et al., 2008) compensation is defined as something received by employees as remuneration for their work. Compensation is very important for employees; this is because compensation is a work motivation. Compensation is intended so that employees can work optimally so as to produce optimal performance.

The form of compensation given to employees, such as: incentives, salaries, honorariums, bonuses and welfare benefits for employees, because in essence the workforce will be more productive if the workforce receives salaries and honorariums that are balanced with the work they have done, but These benefits are not provided free of charge. Employees must be able to show their performance as long as the employee works in the organization.

Employees are also not motivated to do a better job or just innovate in completing their work. This makes the work done by employees less effective and the performance schedule has not been achieved. Leaders themselves feel less motivated to their employees. Lack of organizational efforts to hold activities or things that can increase employee motivation.

To optimize human resources (HR) in organizations, it is necessary to pay attention to factors that affect employee performance, including: Motivation is a mental condition that encourages taking action and provides strength that leads to the achievement of needs, giving satisfaction. Motivation is one of the important things in the framework of human resource development because it is closely related to the leader and the led. A leader must have the right way to motivate employees to achieve high work performance.

Motivation itself is a concept expressed as a need, desire, drive, or impulse that cannot be separated from one another. Motivation between employees is different from one

another, that is, apart from being able to work, it also depends on their desire to work or depending on their motivation.

(Widodo, 2017) motivation is a force that exists within a person, which drives his behavior to take action. The magnitude of the intensity of the power from within a person to perform a task or achieve a goal shows the extent of his motivation, in other words, motivation is a force that causes a person to produce something according to what he says, not just promises and desires.

Another factor that has an influence on improving employee performance is compensation. Compensation is one way of management to improve the performance of employees is by giving compensation. Compensation is defined as something received by as remuneration for their work (Onwuka & Onwuchekwa, 2018).

In other words, employees provide good work performance for the progress of the organization, while the organization provides appropriate remuneration for work performance that has been given by employees to the organization. The organization's ability to provide appropriate and appropriate rewards for employees will be very beneficial for the survival of employees in the future.

LITERATURE REVIEW

Competence

The term competence according to Webster's Dictionary began to appear in 1596. This term is taken from the Latin word "competere" which means "to be suitable". Then substantially changed with the inclusion of various issues and discussions on the concept of competence from various literatures. According to (Wibowo, 2018), competence is an ability to carry out or perform a job or task based on knowledge and skills and supported by the work attitude required by the job. Competence shows skills or knowledge that are characterized by professionalism in a particular field as the most important and superior thing in that field.

According to (Subagio, 2017) competence refers to the behavioral dimensions of a role or behavior that a person needs to be able to carry out his work satisfactorily. Competence is a person's ability to produce at a satisfactory level in the workplace, including one's ability to transfer and apply these skills and knowledge in new situations and increase agreed benefits. Competence describes what people do in the workplace at various levels and details the standards of each level, identifying the characteristics, knowledge and skills required by individuals who carry out their duties and responsibilities effectively so as to achieve professional quality standards in work.

A superior implementer is one who demonstrates competence at a higher-level scale and with better results than ordinary or average implementers. According to (Risnadi, 2019) human resource competencies are competencies related to knowledge, skills, abilities, and personality characteristics that directly affect their performance. Thus, it can be concluded that competence can also be interpreted as the ability and willingness to carry out work with effective and efficient performance to achieve company goals.

Compensation

One way of management to improve the performance of non-civil servants is by providing compensation. Compensation is defined as something received by them as a reward for their work (Mabaso & Dlamini, 2017).

Compensation is something that employees receive as compensation for their achievements in carrying out their duties (DeSimone, 2012) Every company must be fair in providing compensation in accordance with the workload received by employees. In addition, there are several definitions of compensation according to experts, including the following: According to (Robert L. Mathis, 2006), compensation is the overall arrangement of providing remuneration for employees and managers, both in the form of financial and goods and services received by each employee.

According to (Zainal et al., 2009), compensation is something that employees receive as a substitute for their service contribution to the company. According to (Esay & Ardianti, 2013) , employee compensation is any form of payment or reward given to employees who work in a company. (Hasibuan & Bahri, 2018), compensation is all income in the form of money, goods directly or indirectly received by employees as compensation for services provided to the company.

Motivation

(Widodo, 2017) motivation is a force that exists within a person, which drives his behavior to take action. The magnitude of the intensity of the power from within a person to perform a task or achieve a goal shows the extent of his motivation, in other words, motivation is a force that causes a person to produce something according to what he says, not just promises and desires.

(Widodo, 2017) motivation is a set of energetic forces that start both from within and from outside the worker, starting from work-related businesses, and taking into account the direction, intensity and persistence. Motivation is a critical consideration because effective performance often requires both ability and a high level of motivation.

(Lee & Raschke, 2016) states that motivation is the willingness to expend a high level of effort for organizational goals conditioned by the ability of that effort to meet several individual needs. Motivation is also defined as a driving force that causes a member to be willing and willing to move abilities in the form of expertise or skills, energy, and time to carry out various activities that are their responsibility and fulfill their obligations in the context of achieving predetermined organizational goals and objectives.

Based on the above opinion, it can be concluded that motivation is an urge to act on a series of processes of human behavior by considering the direction, intensity, and persistence in achieving goals. While the elements contained in motivation include elements of generating, directing, maintaining, showing intensity, being continuous and having a purpose.

Performance

Performance in English is called job performance or actual performance or level of performance, which is the level of success of employees in completing their work. Performance is not an individual characteristic, such as talent, or ability, but is a

manifestation of talent or ability itself. Performance is the embodiment of ability in the form of real work. Performance is the result of work achieved by employees in carrying out tasks and jobs that come from the organization.

According to (DeSimone, 2012), performance is the result obtained by an organization, whether the organization is profit-oriented and non-profit-oriented, which is produced over a period of time. Widodo (2015:131) performance is the result of carrying out a job, both physical/material and non-physical/non-material. (Luthans, 2011) performance is the result of a process that refers and is measured over a certain period of time based on pre-determined provisions or agreements.

Based on the opinion above, it can be interpreted that optimal and stable performance is not a coincidence. Of course, it has gone through stages with good performance management.

The hypotheses proposed in this study are as follows:
H1   : Competence has a significant effect on the performance of non-permanent employees.
H2   : Compensation has a significant effect on the performance of non-permanent employees
H3   : Motivation has a significant effect on the performance of non-permanent employees.
H4   : Competence, compensation and motivation have a significant effect on the performance of non-permanent employees.

The conceptual framework that underlies the research on the effect of competence and work motivation on the performance of non-permanent employees is as follows:
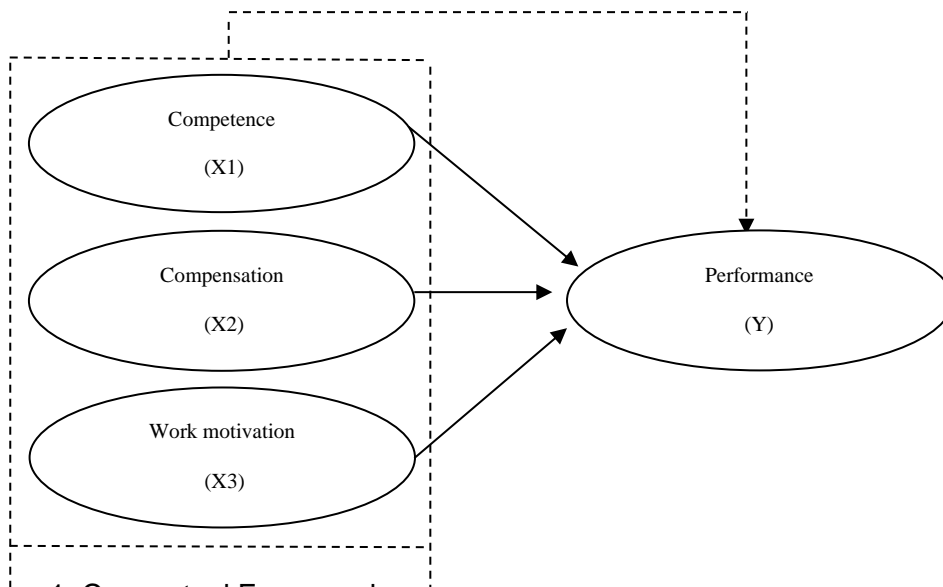

Figure 1. Conceptual Framework

Based on the conceptual framework above, it is known that there are two main subjects, namely partially or separately consisting of two points of discussion, namely simultaneously or combined and partially.

RESEARCH METHOD

This research is an explanatory (explaining) which aims to test hypotheses about the causal relationship between the variables studied (Sanusi, 2016) The independent variable which is the cause is competence and motivation as the dependent variable which is the result, namely the performance of non-permanent employees.

The population in this study were non-permanent employees of the Regional Secretariat of Tanah Laut Regency, totaling 91 employees.

The analytical model used is simple linear regression analysis. Regression analysis is a technique that is used to build an equation that connects the independent variable and the dependent variable and at the same time determines the forecast or prediction value. To determine whether or not there is an effect of the independent variable (X) on the dependent variable (Y), the multiple linear regression analysis model is used. According to (Sugiono, 2014), the regression equation for two or more variables is as follows:
$Y = a + b_1X_1 + b_2X_2 + b_3X_3$
Where:
Y Performance
X1 Competence
X2 Compensation
X3 Motivation
a Constant
b1 Competency regression coefficient
b2 Compensation regression coefficient
b3 Regression coefficient of motivation

RESULTS

a. Gender

Table 1
Gender of Research Respondents

No	Gender	Number of people)	Percentage (%)
1	Man	44	48.4
2	Woman	47	51.6
	Amount	91	100%

Source: Processed Data 2021
Based on the table data above, it is known that the male respondents were 44 people (48.4%) and the female respondents were 47 (51.6%). This means that there is almost a balance between male and female employees, because it is necessary to place both jobs based on gender and job characteristics, there are jobs that are suitable for men and some are suitable for women.

b. Respondent Age

Table 2
Age of Research Respondents

No	Respondent Age	Number of people)	Percentage (%)
1	30 Years	32	35.1
2	31-39 Years	41	45.1
3	> 40	18	19.8
	Amount	91	100%

Source: Data Processed 2022

Based on the data above, it is known that the research respondents aged under 30 years were 32 people (35.1%), respondents aged between 31-39 years were 41 people (45.1%) and the number of research respondents aged over 40 years was 18 people (19.8%).). It can be interpreted that the age under 40 is more dominant, this is very appropriate because that age is a productive age category, considering the workload at the Tanah Laut Regency Regional Secretariat is quite a lot.

c. Education

Table 3
Education of Research Respondents

No	Education	Number of people)	Percentage (%)
1	High School/Equivalent	50	54.9
2	Diploma	10	11
3	Bachelor degree	31	34.1
	Amount	91	100%

Source: Data Processed 2022

Based on the data above, it is known that there are 50 respondents with high school education (54.9%), 10 respondents with diploma education (11%) and 31 respondents with undergraduate education (34.1%). It can be interpreted that the distribution of education for non-permanent employees at the Tanah Laut Regency Regional Secretariat Office is quite varied, which is dominated by high school graduates/equivalent, this strongly supports the workload faced by the Tanah Laut Regency Regional Secretariat Office which is demanded to be energetic.

The reliability variable in this study was represented by twelve statements, then the validity and reliability of the instrument were tested using the Statistical Package for the Social Sciences (SPSS) For Windows. Validity test is carried out by comparing the calculated r value which lies in the corrected item-total correlation with r table the criteria are: If r count > r table then the question or indicator is declared valid, and vice versa if r count < r table then the statement or indicator declared invalid.

Table 4
Competency Variable Instrument Test Results

variable	Statement	rcount	r table	Information
Competence	P1	0.301	0.203	Valid
	P2	0.359	0.203	Valid
	P3	0.644	0.203	Valid
	P4	0.609	0.203	Valid
	P5	0.531	0.203	Valid
	P6	0.657	0.203	Valid
	P7	0.562	0.203	Valid
	P8	0.447	0.203	Valid
	P9	0.485	0.203	Valid
	P10	0.613	0.203	Valid
	P11	0.405	0.203	Valid
	P12	0.246	0.203	Valid

Source: Data processed 2022

Table 5
Compensation Variable Instrument Test Results

variable	Statement	rcount	r table	Information
Compensation	P1	0.408	0.203	Valid
	P2	0.445	0.203	Valid
	P3	0.642	0.203	Valid
	P4	0.643	0.203	Valid
	P5	0.533	0.203	Valid
	P6	0.589	0.203	Valid
	P7	0.586	0.203	Valid
	P8	0.486	0.203	Valid
	P9	0.536	0.203	Valid
	P10	0.242	0.203	Valid
	P11	0.537	0.203	Valid
	P12	0.470	0.203	Valid

Source: Data processed 2022

Table 6
Motivational Variable Instrument Test Results

variable	Statement	rcount	r table	Information
Motivation	P1	0.611	0.203	Valid
	P2	0.447	0.203	Valid
	P3	0.699	0.203	Valid
	P4	0.797	0.203	Valid
	P5	0.330	0.203	Valid

	P6	0.729	0.203	Valid
	P7	0.746	0.203	Valid
	P8	0.779	0.203	Valid
	P9	0.387	0.203	Valid
	P10	0.761	0.203	Valid
	P11	0.565	0.203	Valid
	P12	0.567	0.203	Valid

Source: Data processed 2022

Table 7
Performance Variable Instrument Test Results

variable	Statement	rcount	r table	Information
	P1	0.469	0.203	Valid
	P2	0.504	0.203	Valid
	P3	0.421	0.203	Valid
	P4	0.370	0.203	Valid
	P5	0.430	0.203	Valid
Performance	P6	0.353	0.203	Valid
	P7	0.265	0.203	Valid
	P8	0.234	0.203	Valid
	P9	0.363	0.203	Valid
	P10	0.258	0.203	Valid
	P11	0.478	0.203	Valid
	P12	0.291	0.203	Valid

Source: Data processed 2022

Based on the data above, it is known that all statement items passed the validity test, then they can be used for data analysis

Reliability test was conducted to assess the consistency of the instruments used in this study. An instrument is said to be reliable or reliable if it gives a Cronbach Alpha value > 0.60. The following table shows the results of the reliability test:

Table 8
Instrument Reliability Test

Variable	Cronbach's Alpha	Information
Competence	0.833	Reliable
Compensation	0.840	Reliable
Motivation	0.895	Reliable
Performance	0.735	Reliable

Source: Processed Data (2022)

The data above shows that all research variables consisting of competence, compensation, motivation and performance have Cronbach's alpha values above 0.70.

Table 9
Normality test

		Unstandardized Residual
N		91
Normal Parameters, b	Mean	.0000000
	Std. Deviation	3.65946317
Most Extreme Differences	Absolute	.052
	Positive	.052
	Negative	-.043
Test Statistics		.052
asymp. Sig. (2-tailed)		.200c,d

Source: Processed data (2022)

Based on table 9 shows that the value of asymp sig (2 tailed) in this study is 0.200, which means the value is > 0.05. It can be said that the data in this study are normally distributed because the significant value is greater than 0.05.

Table 10
Multicollinearity Test

No	Independent variable	Collinearity Statistics	
		Tolerance	VIF
1	Competence	0.995	1.005
2	Compensation	0.999	1,001
3	Motivation	0.996	1.004

Source: Processed data (2022)
Based on the data in the table above, the overall tolerance value does not exceed 1 and the overall VIF value is not more than 10. Thus, the research variables are free from multicollinearity symptoms.

Figure 2
Heteroscedasticity Test Scatterplot

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Partial Regression Plot
Dependent Variable: Kinerja

Partial Regression Plot
Dependent Variable: Kinerja
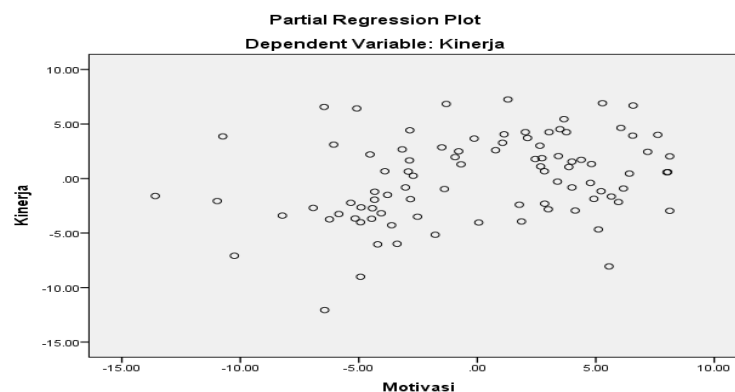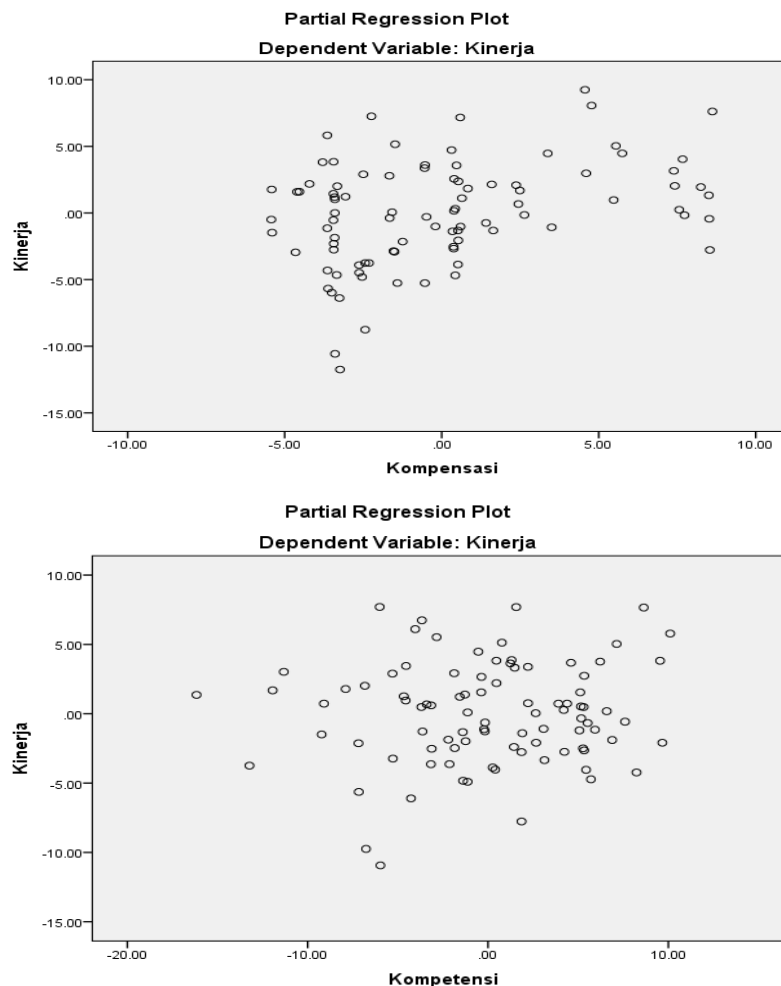
Source: Processed data (2022)

The independent variable points on the dependent variable that fill the scatterplot diagram as shown in the picture above does not find any heteroscedasticity problems

Data that has been tested for validity and reliability and is declared valid and reliable; the next step is multiple linear regression analysis using the Statistical Package for the Social Sciences (SPSS) to obtain a regression estimate. The following is a summary of the results of the multiple linear regression estimation.

Table 11
Summary of Regression Analysis Results

Independent Variable	tcount	Sig	Constant	Coefficient Regression	F count
Motivation Compensation Competence	2,972 3,560 0.824	0.004 0.001 0.412	18,394	0.231 0.360 0.060	7,713

Source: Data processed 2022

Based on the table above, the regression equation can be written as follows:

Y = a + b1X1 + b2X2+ b3X3
Y= 18.394 + 0.231 X1 + 0.360 X2 + 0.060 X3
The interpretation of the equation is as follows:

      a. The constant value in the regression is 18,394 which can be interpreted if all independent variables (motivation, compensation and competence) are considered constant or have not changed, then the total performance value is 18,394.

      b. The value of the regression coefficient on the motivation variable (X1), indicates that there is a unidirectional effect, meaning that if there is an increase in motivation (X1) by 1 unit, it will have an impact on increasing performance (Y) by 0.231 units.

      c. The value of the regression coefficient on the compensation variable (X2), indicates that there is a unidirectional effect, meaning that if there is an increase in compensation (X2) of 1 unit, it will have an impact on increasing performance (Y) of 0.007 units.

      d.The value of the regression coefficient on the competency variable (X3), indicates that there is a unidirectional effect, meaning that if there is an increase in competence (X3) by 1 unit, it will have an impact on increasing performance (Y) of 0.060 unit.

Research Hypothesis Test
This statistical t test basically shows how far the influence of one independent variable on the dependent variable. To determine the effect of the independent variable partially on the performance (Y) is to use the t test at the Level of Confidence of 95% or (α) = 5%. This step was carried out to determine the extent of the influence of motivational variables (X1), compensation (X2), competence (X3), on performance (Y).

If the t-value has a probability of each of these variables being smaller than the alpha level (á) = 0.05, it is stated that the independent variable has a significant effect on performance (Y). The value of t table is based on (df) = (n-1-k) where df is the degree of freedom and k is the number of variables. So, the value of t table is calculated at the value of df = (91-1-4) = 86, so that the t table is 1,987. Table 12 shows the following:

Table 12
Calculation results t count

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18,394	7.232		2,543	.013
	Motivation	.231	.078	.284	2,972	.004
	Compensation	.360	.101	.339	3,560	.001
	Competence	.060	.072	.079	.824	.412

Source: Data processed 2022

The motivation variable (X1), has a t-count value of 2.972 which is greater than t-table 1.987 and when viewed from a significance value of 0.004 it turns out to be less than a

significant level of 0.05.the performance of non-permanent employees (PTT) of the Regional Secretariat of Tanah Laut Regency

The compensation variable (X2), has a t-count value of 3,560 which is greater than t table 1,987 and when viewed from a significance value of 0.001 it turns out to be smaller than a significant level of 0.05.the performance of non-permanent employees (PTT) of the Regional Secretariat of Tanah Laut Regency

The competency variable (X3), has a t-count value of 0.824 which is smaller than t table 1.987 and when viewed from a significance value of 0.412, it turns out to be greater than the 0.05 significance level.the performance of non-permanent employees (PTT) of the Regional Secretariat of Tanah Laut Regency

The F test is used to determine the effect of the independent variable simultaneously/simultaneously on the dependent variable. Following are the results of the calculated f calculation.

Table 13
The result of the calculation of f count

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	320,574	3	106,858	7,713	.000 b
	Residual	1205250	87	13,853		
	Total	1525,824	90			

Data processed 2022

Based on data processing with SPSS, it is known that the calculated f value of 7.713 is greater than f table 2.72 while the sig value of 0.000 is smaller than 0.05, thus the overall independent variables of the study, namely competence, compensation, and motivation, affect the performance of non-permanent employees (PTT) of the Secretariat Tanah Laut District

DISCUSSION

Based on the processing, it is known that the competence variable has no effect onperformance of non-permanent employees (PTT) of the Regional Secretariat of Tanah Laut Regency. There is no effect of competence on the performance of Non-Permanent Employees (PTT) at the Regional Secretariat of Tanah Laut Regency because most of the Non-Permanent Employees who work at the Regional Secretariat of Tanah Laut Regency have competencies that support their performance.

Temporary employeesThe Regional Secretariat of Tanah Laut Regency has quite a lot of workload and of course to do this work requires supporting competencies. When viewed from the latest educational background, most of the non-permanent employees working at the Regional Secretariat of Tanah Laut Regency are graduates of high school/equivalent degrees and quite a number of employees have bachelor's degrees.

The positive value of t-count indicates that the direction of influence caused by competence is positive, meaning that if the competence is increasing, the employee's performance will be better.In general, the more often a competency is used, the better and more valuable it is. Meanwhile, competence is the most difficult thing to imitate, because it is indeed different and specific for each individual. This is what underlies the

conclusions of the study Boyatzis, who stated that for various industries, competence is believed to be an enabling factor for organizations to build their competitive advantage by providing a framework for human resource functions to be directed sharply at activities to build the capabilities of their employees(Utrilla et al., 2015) .

Research conducted by (Zhao et al., 2020) that to get effective performance in each position, employees must be equipped with good competencies so that the resulting performance is satisfactory, this indicates that the position should be occupied by employees who have competence in the field of work. it is hoped that with the competencies that support its performance, the better the impact on organizational goals can be achieved maximally.

The results of this study are contrary to The results of previous research by (Arifin Zainal, 2017), in his research entitled The Influence of Competence and Work Ethics on Work Motivation and Its Impact on the Performance prove that work competence has a positive and significant effect on work motivation. Next research conducted by (Achieng Otieno et al., 2015) which shows competence has a significant effect on improving employee performance.

1. The effect of compensation on the performance of non-permanent employees (PTT) of the Regional Secretariat of Tanah Laut Regency

Based on the results of the study, it is known that the compensation variable has an effect onperformance of non-permanent employees (PTT) of the Regional Secretariat of Tanah Laut Regency. This shows that if the organization provides low compensation and is far from employee expectations, employees will feel dissatisfied. The feeling of dissatisfaction felt by employees will tend to reduce employee motivation at work. This is because employees who always try to improve their performance and skills will get greater compensation. Conversely, if employees are dissatisfied with the compensation provided by the organization, employee motivation will tend to decrease so that employee performance will automatically decrease as well. improve their performance and skills will get greater compensation.

This is in line with equity theory which states that fairness in providing compensation tends to produce high performance from its employees. Employees who receive additional compensation in the form of salary increases, bonuses, commissions and awards will work better. Employees see high productivity as a way to achieve their personal goals resulting in high performance.

2. The effect of work motivation on the performance of non-permanent employees (PTT) of the Regional Secretariat of Tanah Laut Regency

Based on the results of the study, it is known that the motivation variable has an effect onperformance of non-permanent employees (PTT) of the Regional Secretariat of Tanah Laut Regency.

Work motivation has an effect on the performance of the Regional Secretariat of Tanah Laut Regency or in other words, the higher the employee's work motivation, the employee's performance will also increase the employee's performance, this is inseparable from the role of the current leadership who is able to boost employee work motivation.

This is in line with expectancy theory which states that employees will be motivated to make optimal efforts if they feel that there is a strong relationship between effort and performance, performance and rewards, and rewards and fulfillment of personal goals.

Motivation is the effort and desire that affects the activities of these employees in utilizing the abilities they have to complete their work

This study is in line with (Topal & Öngen, 2008) which states that motivation has a significant effect on employee performance, employee performance The influence of competence, compensation and work motivation on the performance of non-permanent employees (PTT) of the Regional Secretariat of Tanah Laut Regency

Based on data processing, it is known that all of the independent variables of the study, namely competence, compensation and motivation, have a simultaneous effect on the performance of non-permanent employees (PTT) of the Regional Secretariat of Tanah Laut Regency.

As the main key, human resources will determine the successful implementation of organizational activities. Good human resources can be seen from good performance as well. Employee performance is an important thing that must be considered in order to achieve the success of an organization. Performance is the result of work in quality and quantity achieved by an employee in carrying out his work duties.

In general, the more often a competency is used, the better and more valuable it is. Meanwhile, competence is the most difficult thing to imitate, because it is indeed different and specific for each individual.

Motivation can encourage employees to work diligently and be disciplined in their work so that organizational goals can be achieved, namely creating a conducive atmosphere for the organization's work environment. Every employee is not necessarily willing to mobilize their abilities optimally, so there is still a need for encouragement from outside parties, for that in order to grow work motivation in an organization, intensive communication is needed between employees and leaders and among fellow employees.

People who have low motivation tend to display feelings of discomfort and displeasure with their work. So that the greater the motivation possessed by individuals as employees can improve the performance of the employees themselves. Lack of work motivation from the leadership for employees will hinder employee performance and also make the work atmosphere less good. The results of this study are in line with (Nisar et al., 2021) which states that employee competence (X1), work motivation (X2), has a significant effect on the performance

CONCLUSION

Based on the results of the study, it can be concluded as follows:
1. Competence does not affect the performance of non-permanent employees (PTT) of the Regional Secretariat of Tanah Laut Regency
2. Compensation affects the performance of non-permanent employees (PTT) of the Regional Secretariat of Tanah Laut Regency
3. Work motivation affects the performance of non-permanent employees (PTT) of the Regional Secretariat of Tanah Laut Regency
4. Competence, compensation and work motivation affect the performance of non-permanent employees (PTT) of the Regional Secretariat of Tanah Laut Regency

ACKNOWLEDMENT

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