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THE INFLUENCE OF COMPETENCE AND TRAINING ON EMPLOYEE PERFORMANCE AT PT. ARIEF NIRWANA MAIN TAPIN DISTRICT, SOUTH KALIMANTAN

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This study aims to analyze: 1) the partial influence of competence and training on employee performance, 2) the simultaneous influence of competence and training on employee performance, and 3) which variable, competence or training, has the most dominant influence on employee performance at PT. Arief Nirwana Utama, Tapin Regency. The sample consisted of 60 respondents selected using a stratified proportional random sampling technique. The regression analysis resulted in the equation Y=32552+0.213X1+0.131X2Y = 32552 + 0.213X_1 + 0.131X_2Y=32552+0.213X1+0.131X2. Partial testing showed that competence (X1) positively and significantly affects performance (Y), with tcalculated =2.450> ttable =2.003t_{calculated} = 2.450 > t_{table} = 2.003tcalculated=2.450> ttable =2.003. However, training (X2) had a positive but insignificant effect on performance, with tcalculated =1.939< ttable =2.003t_{calculated} = 1.939 < t_{table} = 2.003tcalculated=1.939< ttable =2.003. Thus, the first hypothesis (H1) is only proven for the competence variable. The multiple correlation analysis showed an RRR value of 0.672, indicating a fairly strong and positive relationship between competence (X1), training (X2), and performance (Y). The coefficient of determination (R2R^2R2) was 45.2%, meaning these variables contributed 45.2% to employee performance, with the remaining 54.8% influenced by other factors. The simultaneous test (Fcalculated =23.514> Ftable =3.154F_{calculated} = 23.514 > F_{table} = 3.154Fcalculated=23.514> Ftable =3.154) demonstrated that competence and training together significantly influence performance, proving the second hypothesis (H2). Competence (X1), with a regression coefficient of 0.213, was more dominant than training (X2), which had a coefficient of 0.131. This confirms the third hypothesis (H3) that competence has the most dominant effect on employee performance.

Keywords: Competence, Training, Performance

1. INTRODUCTION

Aspect important in development related business with technology information and communication is source Power human (HR) and infrastructure (Mardhiyah et al. , 2021). Management Human Resources (HR) are required For increase effectiveness source Power man in organization (Abdullah, 2017). The goal is give to effective work unit organization. In achieving objective This How should company acquire , develop , use , evaluate , and maintain employee in the right quantity and quality (Syamsurizal , 2016).

Apart from competence , a person employees are also required For capable control various work in a organization company , in matter This employees who have passed the entrance exam will get material training (Bariqi , 2018). Training can in the form of physical and training skills. Special training skills will carried out by employees who are dealing with with the job at hand , so capable produce speed and accuracy Work with Good (Nuraeni , 2023). The results of work the is task party leader For manage Human Resources (HR) to be able to create employees who can reliable in work (Ramadhani et al. , 2023). Reliable and competent human resources is factor booster For superiority in to win competition between PT Arief Nirwana Utama and competitors , so that development HR competency is one of the factor key success in achievement vision and mission company.

Competence and training for employee will always noticed by the parties management company to be able to create stability Work for its employees (Hadiyatno , 2012). In this case This party company will always spread out information about matter this , so that new workers enter can follow demands requested work company with good (Paramarta et al. , 2021). In this case This , PT Arief Nirwana Utama always try and work in a way full with optimize employee specifically *engineer*, because activity they Lots done outside the office that must do work maintenance , *system*

and *network troubleshooting*.

Competence employees basically own relatedness close with results Work employee That itself , which is shown through productivity Work or performance in range time certain (Mudayana & Suryoko , 2016). Competence employees can also seen from his involvement in a project work handled by PT Arief Nirwana Utama, both in the company telecommunication or agency government. Employee performance determined by the extent to which employees the own motivation and commitment to company. Motivation Work height given employee will increase productivity company , so that make it easier achievement objective companies that have set. Commitment will reflect level seriousness employee in operate tasks and its function (Saputra & Andani , 2021).

Related with problem competence employee , one of easy and possible thing rated is existence report presence employee about percentage level absence employee can known how much big level his absence , and how results achievement its performance (Budiasa , 2021). With nice number presence employees , then Of course party company will give good assessment to employee said. Different if happen achievement number Excessive absence / negligence standardized numbers , of course This become attention special for party management source Power human. Because of the size achievement performance employees are also measured from craft / frequency presence employee mentioned. As for the achievements performance employee seen from presence his employees is as following:

Study This aiming For analyze influence competence and training to performance employees of PT Arief Nirwana Utama Regency Tapin , South Kalimantan. First destination is For know and analyze influence competence and training in a way partial to performance employees. Furthermore , research this also aims For identify influence competence and training in a way simultaneous to performance employees. In addition , research This aiming For determine variables that have the most dominant influence between competence and training to performance employees in the company the.

Literature Review

Management Theory Human Resources

Resource Human resources (HR) is one of the element human beings together with element other namely materials, capital, machines and technology changed through the management process become output in the form of goods and services use reach objective company , so that resource man is one of the most important factor be noted. This is Because man is key success For reach objective company. There are several opinions expressed by experts about management resource man.

According to Malay SP Hasibuan (2008) management resource man is science and art arrange relationships and roles power work to be effective and efficient help realization objective companies , employees and the community. While according to Mudji Raharjo and Purbudi WS (1997), management resource man is a series action in matter withdrawal , selection , development , maintenance and use source Power No source Power others For reach purpose , good objective individual and also organization.

Role Management Resource Man

Role management resource man according to Malay SP Hasibuan (2008) is as following:

a. Determine quantity , quality and placement power effective work in accordance with need company.
b. Determine withdrawal , selection and placement employee.
c. Establish welfare , development , promotion and dismissal programs.
d. Predicting supply and demand resource humans in the future come
e. Pay attention condition economy in general and development company on specifically.
f. Monitor with careful Constitution labor and wisdom giving reply service company and similar.
g. Monitoring progress techniques and developments union laborer.
h. Implement education, training and assessment performance employee.
i. Set up mutation employee Good vertical and also horizontal.
j. Arrange retirement , dismissal , and severance pay.

Competence

The term " competence " or " competent " is very familiar. spoken by every perpetrator business in A companies , especially those related to with management resource man.. According to Zainal (2018:229), competence in general interpreted as competence , skill , ability. The basic word myself , namely competent , of course just means able , capable or skilled. In the context human resource management , terms competence referring to to attributes / characteristics someone who makes it succeed in his job. Competence is not A a new concept. In the United States , the concept modern competency starts introduced at the beginning 1970s. At that time , research Lots done by many expert For understand Why some people more succeed in his job compared to with most people (Zainal et al. , 2018).

Training

Training often We hear in the world of work in companies , organizations , institutions , or even in agency education. This is can assumed that training and development is very important for power Work For Work more master and more to job held or will held in hand forward. Not too much Far in agency education , training and development often done as effort increase performance of the workforce Work education that is considered Not yet capable For carry out his job Because factor development need public in education. According to Edwin B. Flippo in Hasibuan (2008) education is a process of improvement knowledge general and understanding on environment We in a way comprehensive. While exercise is a business improvement knowledge and skills a employee For do a work certain.

Performance

The real foundation in a organization is performance. If not There is performance so all over part organization , then objective No can achieved. Performance needs to be made into as material evaluation for leader or manager. The real foundation in a organization is performance. If not There is performance so all over part organization , then objective No can achieved. Performance needs to be made into as material evaluation for leader or manager.

In the Big Indonesian Dictionary quoted and translated by Hadari Nawawi (2006) it says that "Performance is (a) something that is achieved , (b) demonstrated achievement , (c) ability Work ". Another definition regarding performance According to Hadari Nawawi (2006: 63) , "Performance is said to be tall if a work target can completed in a timely manner or No exceeding the time limit provided ". Performance becomes low If completed exceeding the time limit provided or The same very No completed. According to Henry Simamora quoted and translated by Dina Nurhayati (2008: 7) " Employee performance is level where the employees are reach requirements work ". According to Malay SP Hasibuan (2021) explains that "Performance is results work achieved somebody in carry out tasks assigned to him based on on skills , experience , sincerity as well as time ".

Hypothesis

Based on formulation the problems and theories used in the above , the author state hypothesis in study This is:

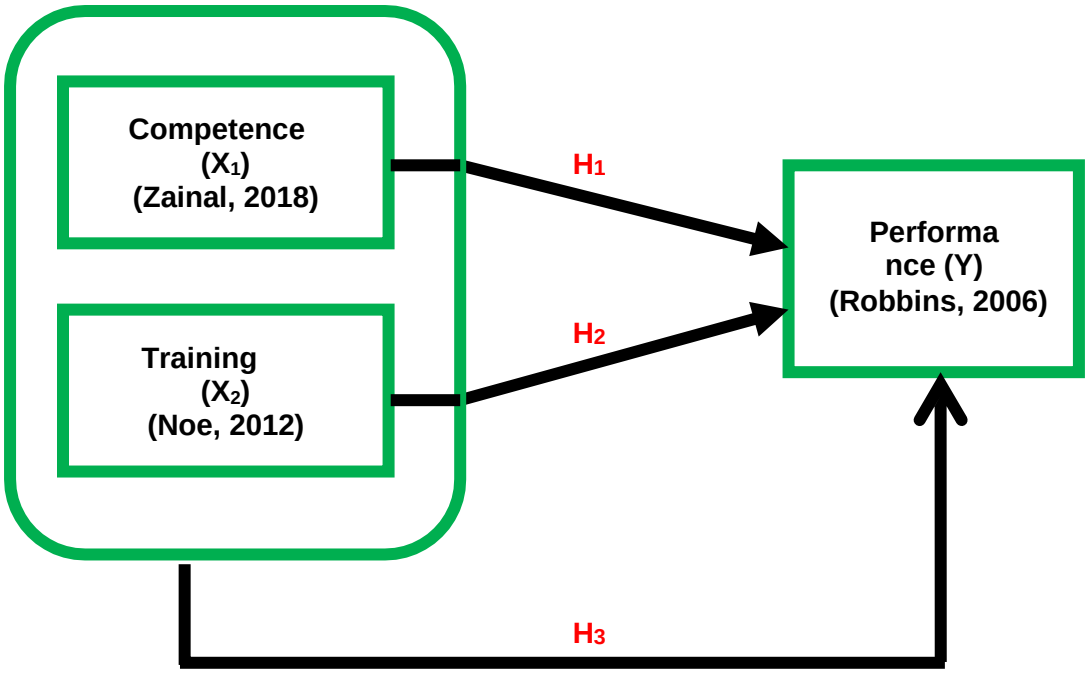
H 1 : Competence and training in a way partial influential to performance employee.
H 2 : Competence and training in a way simultaneous influential to performance employee
H 3 : Competence most dominant influence to performance employee.

Framework Conceptual

Company in carry out all his activities always aiming For to obtain maximum results , with notice potential the resources it has , such as: manpower work , capital, materials and methods used For produce goods and services. From various resources owned power Work is the most important part although resource others also don't lost important. Workforce can also be called as resource human being who is the most valuable and most decisive asset one owns company. As company obliged For notice power work that he has so that can Work with good and able each other Work.

Based on problem the researcher make a framework explanatory thinking systematics Work in study This. According to Suria Sumantri in Sugiyono (2001:47), framework thinking is explanation temporary to the symptoms that become object problem. Framework thinking the can seen in Figure 3.1 below This.

In research This framework conceptual used is as following:



Picture 1. Framework Conceptual Influence Competence and Training on Performance

2. RESEARCH METHODS

Types of research

Study This is study survey , where the data and information obtained originate from filling questionnaire from the specified respondents with method taking sample (*sampling*). According to Sugiyono (2008), research survey This data collection carried out use instrument questionnaire / interview For get response from respondents. Research survey is research conducted For to obtain facts - facts from Existing symptoms and looking for them descriptions in a way factual without know Why symptoms the There is.

Place and time

Research location This will carried out at PT. Arief Nirwana Utama which is located at Jalan Perintis number 47 RT 2, Kupang , North Tapin , Regency Tapin , South Kalimantan 71152. As for the time study done in from June to with July 2021..

Definition Operational Variables

Definition operational variables used is as following is aspect research that provides information to We about How The method measure variable. Definition operational is kind of instruction to We about how The method measure a variable. Definition operational is information very helpful scientific other researchers who want to do study with use the same variable. Because based on information that , then will known How The method do measurement to constructed variables based on the same concept. With thus can determined whether still use procedure same measurement or required new measurements. In research This definition operational the variables is as following:

1. Competence Employee (X 1)

   On the variables This measured about various related matters with indicator competence employee with use pattern questionnaire that was measured through Likert scale with uses 5 (five) levels answer , between other: Competence Work shown through various reflected dimensions from visible indicators Good moment Work in both individual and in togetherness. According to McClelland (in Zainal et al., 2018:230) in general Details explained that each dimension and indicator from competence (Zainal, 2018:230) is as following: Skills ; expertise

/ skills do something with Good. Knowledge: information that is owned / mastered somebody in field certain. Social role: projected image somebody to other people (*the outer self*). Self image: perception individual about himself *(the inner self*). Traits: characteristics Which relatively constant on behavior in demand somebody.Motive: thought or intention constant basis push individual For act or behave.

2. Training (X 2)
   On the variables This measured about various related matters with indicator training with use pattern questionnaire that was measured through Likert scale with uses 5 (five) levels answers , including: A number of indicator in training the made into as instrument in research included to in in questionnaire. Training is an effort planned by a company For make it easier employee learning about related competencies with Job. Competence the covering knowledge , skills , and behaviors that are very important or influential direct to performance employees. Target training for employee is control knowledge , skills , and behaviors emphasized in training programs as well as apply it into the activities everyday (Noe et al. , 2012). Assessment needs. Assessment requirements that refer to the processes used For determine whether training required. Readiness to training. Evaluate are the employees Already Ready For Study. Creating environment learning. Ensure participant training can to obtain knowledge and various skills in training programs as well as apply information mentioned in his work. Ensure Transition Training. Refers to the use of knowledge , skills , and behaviors learned in on- the -job training Work. Choosing a Training Method. Related with election method training For reach the training that effective. Evaluating the Training Program. Checking results a training program in evaluate its effectiveness.
3. Employee Performance (Y)
   On the variables This measured about various related matters with indicator performance employee with use pattern questionnaire that was measured through Likert scale with uses 5 (five) levels answers , including: For managers company or organization , indicators performance employee is very important thing. Indicator This play a role important in determine quality and quantity from performance employee. Indicator performance employee used as indicators that measure performance employee individually. According to Robbins (2006) there are 6 indicators that can be used used For measure performance employees , including: Quality, namely performance measured employees from quality and perfection from task to skill employee. Indicator this is very important For a progress or decline position a company or organization Quantity , namely is amount performance produced by a person employees. Number performance can measured in accordance with the target when planning description work. So that measurement quantity performance will more easy carried out by the manager company or organization. Punctuality , namely is matter important in performance. One indicator This become the important key from accuracy a target. Effectiveness Use Resources , namely condition Where the more employee effective in use source Power like manpower , money, technology and materials standard Then performance generated the more Good so performance employee the can it is said good. Effectiveness use source power is very influential especially in optimize source existing power as well as produce maximum performance to achieve company targets or organization.
   a. Independent , namely condition Where independent employee No will bother colleague his work. However even though independence important , demands will ability Work in the team also does not may ignored. So that one factor This can made one of indicator For measure performance employee.
   b. Committed , namely one component this is very decisive motivation employee For do his job. Committed employees tend will more motivated and have a sense of responsibility answer For do his job with Good.

Types and Sources Data

Types of data used is qualitative and quantitative.

1. Qualitative data , namely data that is presented in verbal word form not in form numbers (Noeng Muhadjir , 21016:2). Which includes qualitative data in study This that is description general object research , including: history short establishment , location geographical objects , vision and mission company , structure organization , condition employee , condition facilities and infrastructure , as well as implementation evaluation employee.
2. Quantitative data is types of data that can be measured or counted in a way directly , which is in the form of information or the stated explanation with number or shaped numbers (Sugiyono , 2020:15). In this case This is the quantitative data required is: Amount leaders and employees , number facilities and infrastructure , and results questionnaire.

Data source

Data **sources in study This is:**

1. Primary data sources , namely data obtained direct from subject research , in matter This researcher obtain data or information direct with use instruments that have been determined. Primary data was collected by researchers For answer questions research. Primary data collection is part internal from the research process and which often required For objective taking Primary Data Decision considered more accurate , because this data served in a way detailed (Indriantoro and Supomo in Purhantoro , 2020:79). Primary data obtained from study This collected through results filling questionnaire distributed Respondent that is employees at PT. Arief Nirwana Utama, Regency Tapin , South Kalimantan. In addition , the results interview from leader company and also with employees working on site company.
2. Secondary data , namely is data that has been available in various form. Usually this data source more Lots as statistical data or data that has been processed such that appearance so that Ready used in statistics usually available in offices government , data service bureau , company private or other related bodies with use of data (Moehar , 2002:113). Secondary data generally in the form of evidence , record or report history that has been arranged in published and unpublished archives (documentary data) published. In research this is secondary data got from institution and also company or related parties with research. this. Secondary data This covering profile of PT. Arief Nirwana Utama and profile about Regency Tapin , South Kalimantan which includes condition geographic , demographic , and conditions population.

Population and Sample

Population is all over the intended population For investigated. According to Silaen (2018:87), population is overall from object or individuals who have certain characteristics (properties) that will examined. In a company , population used is all over employees involved and recorded in company data In the research This selected population are the employees from various unit work at PT. Arief Nirwana Utama, Regency Tapin , South Kalimantan.

Table 1. Total Population

No.	Position Work	Population (people)
1.	Leader	2
2.	Administration and Finance Department	6
3.	Personnel Department	4
4.	Production Department	25
5.	Marketing Department	10
6.	Operations and Shipping Department	20
7.	Daily Worker	43
	Amount	110

Source: Primary data

Data in table the show that amount employee most be in work as **daily crew** that is as many as 43 people, where in his job part big appears during the harvest process in plantation rubber and results plant other. According to Silaen (2018: 87) , sample *is* part from population taken with ways certain For measured or observed its characteristics. Taking sample in study This done with method *simple random sampling*, namely a taking sample in a way random simple with give equal opportunity to every member population For chosen as sample (M. Suparmoko , 2003:39). In the research This

Friday sample taken with apply size sample with use Slovin's formula (Silaen , 2014: 91):

$$n = \frac{N}{N\,(d^2)+1}$$

Information:

n = number sample
N = number population
d = degree deviation (□ = 0.1)
d 2 = 0.01
1 = number constant

Based on population data amount employees of PT. Arief Nirwana Utama, the number of its population is 110 people. With use level accuracy *level of significance* determined at 90 % or mark tolerance deviation (□) of 10%, then the magnitude mark inner area coverage normal curve (Z) is ± 1.65.

With thus the magnitude mark sample is:

$$n = \frac{110}{110\,(0{,}1^2)+1} = \frac{110}{110\,(0{,}01)+1} = \frac{110}{1{,}1+1} = 52{,}38$$

$$= 52{,}38 \approx 53 \text{ people } \textbf{(rounded)}$$

For avoid existence failure in return questionnaire and for sharpen results research , then in study This amount the sample maximized 60 (six) tens) people. Based on calculation said , can stated that amount sample selected employees of PT. Arief Nirwana Utama become sample For represent population that is as big as 60 (six) tens) people. In the method taking sample this , is used method proportional stratified random sampling , so that amount every part experience change in a way proportional. Based on population data existing employees , then results the calculation applied with proportional scale as following:

Table 2. Calculation of Random Sample with Proportional Strata
(*Proportioned Stratified Random Sampling*)

No.	Position Work	Sample Calculation	*Proportional Sample*	Rounding
1.	Leader	(2 x 53) / 110	1.1	-
2.	Administration and Finance Department	(6 x 53) / 110	3.3	3
3.	Personnel Department	(4 x 53) / 110	2.2	2
4.	Production Department	(25 x 53) / 110	13.6	14
5.	Marketing Department	(10 x 53) / 110	5.5	6
6.	Operations and Shipping Department	(20 x 53) / 110	10.9	11
7.	Daily Worker	(43 x 53) / 110	23.5	24
	Amount		60.0	60

Source: Primary data, processed

The data in Table 2 shows that amount the most employees taken as sample is employee daily be in work as worker daily that is as much as 24 people, while For position leader , sample abolished or stated as 0 (zero), thing This done For avoid subjectivity in filling questionnaire.

Collection Techniques Data

1. Questionnaire

Questionnaire is method data collection with using a questionnaire to Respondent For filled in. Questionnaire the load various question about identification variables in study This includes: competence (X 1), training (X 2) and performance employee (Y). Variable specified research in study This covering variable independent variable which includes various competence (X 1) and training (X 2), and for the variables dependent *variable*) is performance employee (Y).

Measurement a number of variable the furthermore made into as base research stated through grains question in questionnaire that requires Answer. Answer questionnaire the determined with use Likert scale , namely the numbers given where the numbers are the contain understanding levels. This scale No give mark absolute to object , but only give order (*ranking*

) only. The Likert model ranking scale determined with uses 5 (five) levels answer , between other:

Strongly Agree / Strongly Good (SS / SB) given mark 5
Agree / Good (S / B) given value 4
Enough Agree / Enough Good (CS/CB) given mark 3
No Agree / Disagree (TS / TB) was given value 2
Strongly Disagree / Very Disagree (STS / STB) was given value 1

Use method This Of course intended For know mark highest achieved from results evaluation respondents.

2. Documentation
   Documentation is method collection of necessary data in study with method look for or record data on a document or existing archives.
3. Interview / Interview
   Interview is method collection of necessary data with method do interview with submit question in a way oral , through various questions that have been asked conceptualized and needed in accordance with study.

Analysis Techniques Data

Instrument Test (Validity Test and Validity Test) Reliability)

Based on the results data testing validity items (validity test) and reliability items (reliability test) conducted with the SPSS (*Statistical Package for Social Science)* program released 20.00 you can tabulated as following:

Table 3. Validity Test and Reliability Test

Variables	The grains	**r** count	Sig.	Value of **α**
Competence (X 1)	X 1.1	0.365**	0.004	**0.768**
	X 1.2	0.669**	0,000	
	X 1.3	0.489**	0,000	
	X 1.4	0.725**	0,000	
	X 1.5	0.608**	0,000	
	X 1.6	0.738**	0,000	
	X 1.7	0.643**	0,000	
	X 1.8	0.837**	0,000	
	X 1.9	0.699**	0,000	
	X 1.10	0.822**	0,000	
	X 1.11	0.809**	0,000	
	X 1.12	0.743**	0,000	
Training (X 2)	X 1.1	**0.325 ***	0.011	**0.768**
	X 1.2	0.513**	0,000	
	X 1.3	0.702**	0,000	
	X 1.4	0.730**	0,000	
	X 1.5	0.750**	0,000	
	X 1.6	0.764**	0,000	
	X 1.7	0.765**	0,000	
	X 1.8	0.842**	0,000	
	X 1.9	0.733**	0,000	
	X 1.10	0.745**	0,000	
	X 1.11	0.798**	0,000	
	X 1.12	0.830**	0,000	
	X 1.13	0.787**	0,000	
	Y.1	0.560**	0,000	
	Y.2	0.590**	0,000	
	Y.3	0.717**	0,000	
	Y.4	0.750**	0,000	
	Y.5	0.660**	0,000	

Variables	The grains	**r** count	Sig.	Value of **α**
Performance (Y)	Y.6	0.297 *	0.021	**0.722**
	Y.7	0.236 *	0.069	
	Y.8	0.717**	0,000	
	Y.9	0.750**	0,000	
	Y.10	0.368**	0.004	
	Y.11	0.822**	0,000	

****:** Correlation is significant at the 0.01 level (2-tailed)*
****:** Correlation is significant at the 0.02 level (2-tailed)*
Source: Processed primary data with SPSS program

Test Validity

Validity test results to variable competency which has 12 (twelve) points symbolized indicator with letter X 1.1 to with X 1.12 indicating that in a way overall twelfth grain questions tested the shows valid/authentic data. This is because of the magnitude mark correlation (r xy) generated on the item first (X 1.1) of 0.365; item second (X 1.2) is 0.669; item third (X 1.3) is 0.489; item fourth (X 1.4) is 0.725; item fifth (X 1.5) is 0.608; item sixth (X 1.6) is 0.738; item seventh (X 1.7) is 0.643; item eighth (X 1.8) of 0.837; item ninth (X 1.9) of 0.699; item tenth (X 1.10) is 0.822; item eleventh (X 1.11) is 0.809; and item twelfth (X 1.12) is 0.743 in total overall is significant. Condition achievement This shown from value on each the resulting grains each give rise to mark significance below 0.05, This is show that the data used approach positive one (+1), so that can stated valid data.

Validity test results to variable competencies that have 13 (three) twelve) grains symbolized indicator with letter X 2.1 to with X 2.13 indicating that in a way overall thirteenth grain questions tested the shows valid/authentic data. This is because of the magnitude mark correlation (r xy) generated on the item first (X 2.1) of 0.325; item second (X 2.2) is 0.513; item third (X 2.3) is 0.702; item fourth (X 2.4) is 0.730; item fifth (X 2.5) is 0.750; item sixth (X 2.6) is 0.764; item seventh (X 2.7) is 0.765; item eighth (X 2.8) of 0.842; item ninth (X 2.9) of 0.733; item tenth (X 2.10) is 0.745; grain eleventh (X 2.11) is 0.798; item twelfth (X 2.12) is 0.830; and the item thirteenth (X 2.13) is 0.787 in total overall is significant. Condition This seen from mark every grain each of which produces a result mark significance below 0.05, This is shows the data used approach positive one (+1), so that stated valid data.

Validity test results to variable competence that has 11 (eleven) items symbolized indicator with letter Y.1 to with Y.11 indicating that in a way overall eleventh grain questions tested the shows valid/authentic data. This is because of the magnitude mark correlation (r xy) generated on the item first (Y.1) is 0.560; item second (Y.2) is 0.590; item third (Y. 3) is 0.717; item fourth (Y.4) is 0.750; item fifth (Y.5) of 0.660; item sixth (Y.6) is 0.297; item seventh (Y.7) is 0.236; grain eighth (Y.8) of 0.717; item ninth (Y.9) of 0.750; item the tenth (Y.10) is 0.368; and the item eleventh (Y.11) of 0.481 in overall is significant. Condition This seen from mark every grain Which produced by each bring up mark significance Which Good , Matter This show that the data that used approach positive one (+1), so that stated valid data.

Test Reliability

Measurement results to grains statement from variable Competence (X 1) with using reliability test show that the data generated reliable. This is proven with The magnitude of the Alpha value *Cronbach* (□) is 0.768 more big from the minimum requirement is 0.6, with Thus the data presented is reliable. Based *on* the results of the questionnaire test (validity test and reliability test), then can stated that the data presented shows valid and reliable data.

Measurement results to grains statement from variable Training (X 2) with using reliability test show that the data generated reliable. This is proven with The magnitude of the Alpha value *Cronbach* (□) is 0.768 more big from the minimum requirement is 0.6, with Thus the data presented is reliable. Based *on* the results of the questionnaire test (validity test and reliability test), then can stated that the data presented shows valid and reliable data.

Measurement results to grains statement from Performance variable (Y) with using reliability

test show that the data generated reliable. This is proven with The magnitude of the Alpha value *Cronbach* (□) is 0.722 more big from the minimum requirement is 0.6, with Thus the data presented is reliable. Based *on* the results of the questionnaire test (validity test and reliability test), then can stated that the data presented shows valid and reliable data. Based on results of validity and reliability tests mentioned above , in particular overall show valid *and* reliable results , so that the variable data presented the stated fulfil condition data analysis.

Assumption Test Classic

Before done testing analysis regression multiple linear to hypothesis research , then moreover formerly need done a testing assumption classic on the data to be processed. Assumption test classic used in discussion This includes normality test , multicollinearity test , and heteroscedasticity test. Description third the results of this test can outlined as following:

Test Normality

Normality test used For test whether in regression model , variables the bully or residual has distribution normal. Like known that t- test and F-test assume that mark residual follows distribution normal. If the assumption This violated then statistical test become not valid for amount sample small. Ways to detect whether distributed residuals normal or No that is with analysis chart and statistical tests. Here This is chart test the statistics:

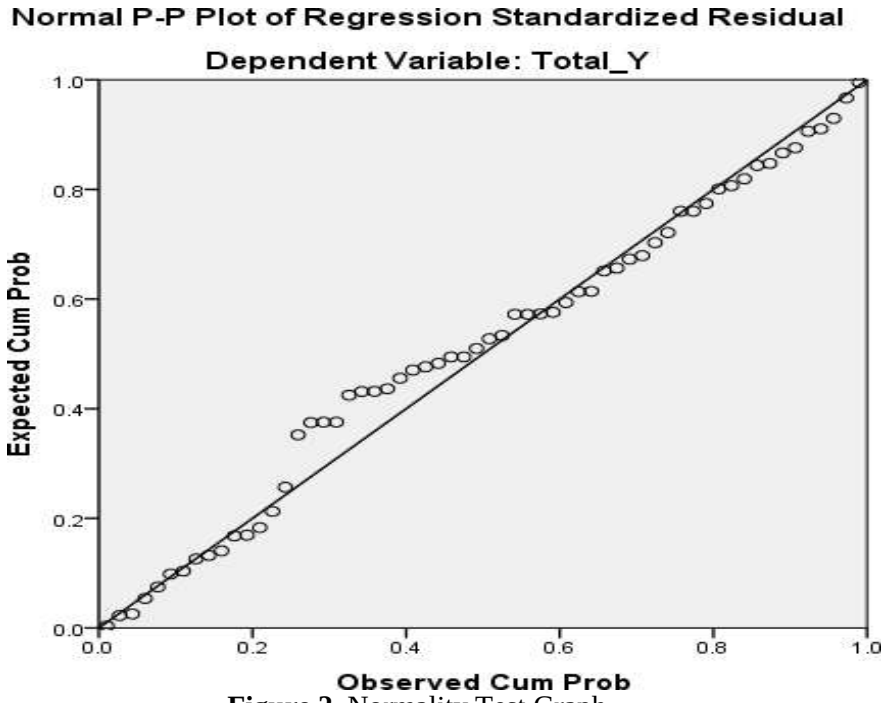


Figure 2. Normality Test Graph

Based on results the test listed in chart show mark significance 0.05, so stated that in study This can the residual distributed in a way normal.

Test Multicollinearity

Multicollinearity is a a state in which one or more variable independent can stated as linear and variable combination others. Relationship like this , can happen in a way perfect or No perfect. This result can done with compare between r^2 value (coefficient correlation matrix) to R2 value (coefficient) determination). If the resulting $r^2 < R^2$, so can concluded in study This No There is multicollinearity in analysis correlation is carried out. While If the resulting $r^2 > R^2$, so can concluded in study This There is multicollinearity in analysis correlation is done. The following This is the table data that shows test results its multicollinearity.

Table 4. Multicollinearity Test Results

Variables	r^2	R^2	Information
X 1 , Y	0.309	0.452	No multicollinearity

X 2 , Y	0.249	0.452	No multicollinearity

Source: processed data

Other measurements are also shown with method see VIF value of each variable independent , if VIF value < 10, then can concluded free data from symptom multicollinearity. Based on results multicollinearity test table show that The VIF value listed in Appendix 12.a produces variable competence (X 1) is 2.716 and the variable training (X 2) of 2.716. Both results This show results mark VIF < 10 , so can concluded that data in study This free from symptom multicollinearity.

Test Heteroscedasticity

Heteroscedasticity test aiming test whether in the regression model happen inequality variance of residual one observation to other observations. Test results heteroscedasticity can shown if t test < t table so stated No happen heteroscedasticity or homoscedasticity , whereas If t test ≥ t table so stated happen heteroscedasticity.

Based on measurement correlation regarding the competency program (X 1) listed in Attachment 12.a it is known that r value = 0.309 and t value is 2,450. While For measurement correlation to training (X 2) listed in Appendix 12.a is known that r value = 0.249 and t value is 2,716. After done testing with level 95% confidence (□ = 0.05) and the value df = n–k–1, then can obtained t table value of 2,003, so that the results of the test can tabulated as following:

Table 5. Heteroscedasticity Test Results

Variables	**r** value	t test	t table	Information
X 1 Y	0.309	2,450	2,003	No heteroscedasticity (or homoscedasticity)
X 2 Y	0.249	1,939	2,003	There is heteroscedasticity

Source: Processed data

Calculation results mentioned above , can stated that X 1 Y, has comparison of t test > t table , so that the equation model being studied stated No There is symptom heteroscedasticity (or homoscedasticity), whereas from results calculations on X 2 Y show comparison t test < t table , so stated There is symptom heteroscedasticity.

Characteristic Results Respondents

Research result to respondents who work at PT. Arief Nirwana Utama, most of them big is various sex man with amount 56 person or 93.33%, level education the last one is Senior High School (SMA/SMK) namely totaling 58 people or 96.67%, aged between 26 to 30 years old with a total of 31 people or 51.67%, have reach the working period between 2 to 5 years with total 53 respondents or 88.33%, and monthly expenses is Rp. 1,000,000.00 to Rp. 2,000,000.00 with total 26 respondents or 43.33%.

Multiple Regression Analysis

In the analysis quantitative outlined results analysis conducted through measurement statistics , namely with use analysis regression multiple. Analysis coefficient multiple linear regression This used For know how much Far the influence of each variable free consisting of from competence (X 1) and training (X 2) in influence to variable bound that is performance (Y). Form general equality regression used is:

Table 6. Multiple Regression Analysis Output Results and t- values

Coefficients [a]

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
	B	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
(Constant)	32.552	2.813		11.570	.000					
1	.213	.087	.396	2.450	.017	.645	.309	.240	.368	2.716
Total_X1	.131	.067	.313	1.939	.057	.628	.249	.190	.368	2.716
Total_X2										

a. Dependent Variable: Total_Y
Source: Primary data processed by SPSS

Based on results calculation variables study through the SPSS computer program listed , shows that the result as following:

b_0 = 32,552
b_1 = 0.213
b_2 = 0.131

With thus produced equality the regression is:

Y = 32.552 + 0.213 **X 1** + 0.131 **X 2**
SE = 2.813 0.087 0.067
t =11,570 2,450 1,939

Based on results coefficient regression said , next can interpreted as following:

b 0 = 32,552, can interpreted that If all variable competence and training (X 1 and X 2) are considered constant or zero , then the magnitude level performance (Y) produced as big as 32,552.

b 1 = 0.213, can interpreted that if competency (X 1) carried out experience addition 1 time, then performance generated will increase of 0.213 or 21.7% with condition other variables are considered constant or zero.

b 2 = 0.131 , which means if training (X 2) experienced addition 1 time, then the magnitude performance will increase by 0.131 or 13.1% with condition other variables are considered constant or zero.

Based on results interpretation from coefficient regression mentioned above , in particular overall variables free consisting of from competence (X 1) and training (X 2) provide influence positive to performance employees at PT. Arief Nirwana Utama, Regency Tapin. Influence positive effects caused the show different amounts , things This because of mark response various employees (respondents) also have various difference in evaluate performance in the company the.

Test Results Regression Coefficients Partial (t-test) test)

a. Testing the t test of influence Competence (X 1) to Performance (Y) Employee

Steps testing variable competence (X 1) towards performance (Y) is as following:

1) Determine hypothesis zero (H 0) and hypothesis alternative (H A)
   H 0: □ 1 = 0, meaning variable competence (X 1) no influential to performance (Y) of PT. Arief Nirwana Utama employees , Regency Tapin.
   H A: □ 1 □□ 0, meaning variable competence (X 1) has an effect to performance (Y) of PT. Arief Nirwana Utama employees , Regency Tapin.
2) Determination level significance
   The level of significance used that is with degrees 95% confidence or with degrees freedom (□) of 5%.
3) Determine limitation testing (*rule of test*),
   Testing limitations known with set the magnitude t table which is based on the size mark df (*degree of freedom*) or degrees freedom. The magnitude mark df can determined with apply calculation: df = n – k – 1,
   in where:
   n = number respondents (= 60)
   k = number variable free to be made as factor (2).
   So that the magnitude mark df = 60 - 2 - 1 = 57.
   Therefore in study This using *a* two - tailed test model , then can known that □ /2 = 0.025 or 2.5%.
   With use magnitude mark □ /2 = 2.5% and the value df as big as 57 , then big mark t table test can seen in the Appendix, namely = □ 2,003

4) Determine criteria hypothesis with condition:
- H 0 is accepted or H A is rejected , if -t table < t count < t table
- H 0 is rejected or H A is accepted , if -t table □ t count or t table □ t count

5) Determine conclusion results test
Based on the output data in the table known that the magnitude t - value is **2,450.** Therefore t - value (2,450) more big from t table value (2,003), then means H 0 is rejected and H A is accepted. Condition This show existence influence competence (X 1) which is positive and significant to performance (Y) of PT. Arief Nirwana Utama employees , Regency Tapin.

Testing the t test of influence Training (X 2) on Performance (Y) Employee

Steps testing variable training (X 2) against performance (Y) is:

1) Determine hypothesis zero (H 0) and hypothesis alternative (H A)
H 0: □ 2 = 0, meaning variable training (X 2) no influential to performance (Y) of PT. Arief Nirwana Utama employees , Regency Tapin.
H A: □ 2 □□ 0, meaning variable training (X 2) has an effect to performance (Y) of PT. Arief Nirwana Utama employees , Regency Tapin.

2) Determination level significance
The level of significance used that is with degrees 95% confidence or with degrees freedom (□) of 5%.

3) Determine limitation testing (*rule of test*),
Testing limitations known with set the magnitude t table which is based on the size mark df (*degree of freedom*) or degrees freedom. The magnitude mark df can determined with apply calculation: df = n – k – 1,
in where:
n = amount respondents (= 60)
k = number variable free to be made as factor (2).
So that the magnitude mark df = 60 - 2 - 1 = 57.
Therefore in study This using *a* two - tailed test model , then can known that □ /2 = 0.025 or 2.5%.
With use magnitude mark □ /2 = 2.5% and the value df as big as **57** , then big mark t table test can seen in the Appendix, namely = □ 2,003

4) Determine criteria hypothesis with condition:
- H 0 is accepted or H A is rejected , if -t table < t count < t table
- H 0 is rejected or H A is accepted , if -t table □ t count or t table □ t count

5) Determine conclusion results test
Based on the output data in the table known that the magnitude t - value is **1,939.** Therefore t - value (1,939) more small from t table value (2,003), then means H 0 is accepted and H A is rejected. Condition This show that variable training (X 2) no influential to performance (Y) of PT. Arief Nirwana Utama employees.

Based on results t test for testing influence competence (X 1) against performance (Y) shows positive and significant influence Where proof This shown through mark t count (2,450) more big from t table value (2,003), whereas For influence training (X 2) against performance (Y) shows positive and negative influences significant Where proof This shown through t - value (1,939) more small from t table value (2,003). With thus Hypothesis First (H1) which states that: " Competence and training in a way partial influential to performance employees " in study This No proven , because influence in a way partial This only proven on variables competence (X 2) only , while in the variable training (X2) no proven.

Correlation Analysis Multiple (R) and Coefficient Determination (R^2)

Analysis correlation this multiple (R) used For know degrees or level connection in a way simultaneously between competence (X 1) and training (X 2) towards performance employee (Y).

Table 7. Analysis Output Results Correlation Multiple

odel Summary [b]

Model	R	R Square	Adjusted R Square	Std. Error Of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.672 [a]	.452	.433	2.159	.452	23.514	2	57	.000

a. Predictors: (Constant), Total_X2, Total_X1
b. Dependent Variables: Total_Y
Source: Primary data processed by SPSS

Based on results calculation in a way computerization with the SPSS application program , it is known that The R value indicates number of 0.672, so that can interpreted that there is positive and sufficient relationship significant between competence (X 1) and training (X 2) in together to performance employee (Y). While For coefficient determination (KD) or R 2 show that R2 value by 0.452 or 45.2%, this This can explained that the magnitude percentage influence variables competence (X 1) and training (X 2) towards variable performance (Y) is by 45.2%. Meanwhile the rest 54.8 % is the influence caused by other variables that are not mentioned in study This. Other variables that are not mentioned That Can originate from condition motivation employees , discipline work , condition leadership in the company , and so on.

Testing In general Overall (F test) / Determination Test R 2

Testing F count This intended For know whether in a way together / simultaneously variable free consisting of from competence (X 1) and training (X 2) have significant influence to employee performance (Y) at PT. Arief Nirwana Utama. This step done with method compare results mark F count -nya with mark F table..

Table 8. Output Results of F- value calculation

ANOVA [a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	219.245	2	109.622	23.514	.000 [b]
	Residual	265.738	57	4.662		
	Total	484.983	59			

a. Dependent Variable: Total_Y
b. Predictors: (Constant), Total_X2, Total_X1
Source: Primary data processed by SPSS

Testing This done with apply steps as following**:**

a. Determine definition hypothesis:
   H 0: □ 1 = □ 2 = 0: Variable competence and training (X 1 and X 2) in together influential significant to variable performance (Y).
   H A: □ 1 □ □ 2 □ 0: Variable competence and training (X 1 and X 2) in together influential significant to variable performance (Y).
b. Determine *level of significance* (□)
   The level of significance used is degrees 95% confidence or with degrees freedom (□) of 5%.
c. Determine limitation testing (*rule of test*),
   Testing limitations set based on the magnitude mark df (*degree of freedom*) or degrees freedom.
   The magnitude mark df can determined with apply equality:
   (df numerator ; df denominator), or form other: **(k; n – k – 1)**
   So that the magnitude df = (2, 60 – 2 – 1) = **(2; 57.)**
   With test model One side (*one tailed*), then can known that □ = 0.05 or 5%.
   With thus if □ = 5% and df = (2; 57), then the magnitude F table is
   F table = □ ; df (k, nk-1)
   = 5%; (2; 57)

= □ **3,154** (stated) in the Attachment)

d. Determine mark F count
Based on results calculation in a way computerization with using *the SPSS for Windows* program as stated in Appendix 12.b is known that F value count of 23,514. With thus If adjusted to the test limit chart can depicted to in form curve as following:

e. Determine condition hypothesis , where:
- H 0 is accepted , if F is calculated □ F table
- H 0 rejected , if F count > F table

f. Interesting conclusion results test
Therefore F count (23,514) more big from F table (3,514), then This means that H0 is rejected and HA is accepted. This means that H0 is rejected and HA is accepted. show that variable free consisting of from competence (X 1) and training (X 2) in together influential in a way positive significant to to variable performance (Y). Test results this too can interpreted that variation change mark on variable free Which consists of from competence (X 1) and training (X 2) in significant capable explain variation performance (Y).

Based on results F test for testing influence competence (X 1) and training (X 2) in comprehensive to performance (Y) shows that there is positive and significant influence , where proof This shown through F value count (23,514) more big from mark F table (3,154). With thus Hypothesis Second (H 2) which state that: " Competence and training in a way simultaneous influential to performance employees " in study This proven.

Most Dominant Influence on Performance Employee

The most dominant influence can shown through strength results the influence that appears in the test. Based on results calculation analysis influence variable with method analysis regression multiple , can known that contribution influence from competence (X 1) shows that mark more influence high and significant with mark coefficient regression (b 1) of 0.213 with t - value 2,450 while For training (X 2) which has coefficient regression (b 2) of 0.131 with t - value as much as 1,939 conditions No significant. Test results This can shown in tabulation as following:

Table 9. Recapitulation Results Influence Variables

Variables Free	Coefficient (β)	**t** count	**t** table	Information
Competence X 1	β1 = 0.213	2.450	2.003	Positive and Significant
Training X 2	β2 = 0.131	1.939	2.003	Positive and Insignificant

Source: Processed primary data

Based on contribution coefficient regression the show that variable competence (X_1) has more contribution big from training (X 2), with condition X 1 has an effect positive significant , while X_2 influential No significant (not influential). Condition This show that variable competence (X_1) more dominant than variable training (X 2). With thus Hypothesis Third (**H 3**) which states that " Competence most dominant influence to performance employee " **already** proven.

Discussion

Based on results data analysis and proof hypothesis that has been done previously , then can done discussion as following:

Discussion Hypothesis I (H 1): " Competence and training in a way partial influential to performance employee "

In testing hypothesis first (H 1) shows that: " Competence and training in a way partial influential to performance employees " in study This No proven , because influence in a way partial This only proven on variables competence (X 2) only , while in the variable training (X2) no proven. Every specified competencies for employee Of course own good purpose , namely company get standard ability from the new employees new selected. While for old employees of course will bring in mark price sell employee said , because increasing competence Good will make employee the the

more expert , mature and ready For development in work. While For training employees who do Good to employee new or old ones actually also have them objective For present addition skill or skills for employees said. With existence addition knowledge and skills , it is expected all activity increasingly more work complicated can overcome with Good with capital level shrewdness from skills that he has. And things This will create specialization work in the future come.

However in study This it turns out show difference in a way conceptual , namely For competence in a way analysis capable give positive and significant influence , whereas training No influential significant. Of course. This become study research that must be done responded to in a way academic. In terms of This Of course required repair in a way conceptual , good concerning about material training , instructor training , environment his training or about evaluation from results training the.

Based on results response Respondent about training This show that Still Lots employee who stated doubt (doubt) about training this. In the tabulation various indicator show that doubtful assessment on dimensions evaluation need training reached 17.50%, dimensions readiness training 16.67%, dimension environment learning 15.00%, dimension transition training 16.67% dimension method training 8.33% and dimensions training program evaluation 17.22%. Condition This possibility because of in a way psychological employee the Already feel comfort in position *zone* work moment this , so that For done addition training tend more difficult accept. With thus needed Power pull specifically for training become interesting , for example:

a. Training present trainer / instructor who *good looking*.
b. Training materials interspersed various motivation refreshment Spirit.
c. Environment training made more cool and fresh, so feel at home.
d. Equipment training more equipped , so that employees / audiences feel spirit and more interested For increase *skills*, and others and so on

Discussion Hypothesis II (H2) Competence and training in a way simultaneous influential to performance employee

In testing hypothesis second (H 2) shows that: " Competence and training in a way simultaneous influential to performance employees " in study This proven. This is proven with the magnitude mark F value count (23,514) more big from F table value (3,154). The emerging influence is influence positive , with thus in a way theoretical that competence and training capable give contribution For progress and capable give addition skills for very employee justified.

Condition Already show positive influence , with thus condition This become good note for the company PT. Arief Nirwana Utama for more to advance and promote competence and training for employees. With existence competence said , it is confirmed employees working in the company PT. Arief Nirwana Utama plantation will capable Work with good and as desired company. In addition with existence addition training through skills and training materials work others , of course expected progress employee in speed up and make it more precise work will the more Can realized in a way periodic.

Discussion Hypothesis III (H3) Competence most influential dominant to performance employee

Based on discussion about strength influence variable competence (X1) and training (X2) , in study This show that variable competence there is influence , whereas variable training No influential. Condition This become guidelines that variable competence have sufficient contribution big to performance employees at PT. Arief Nirwana Main. Based on influence variable or coefficient regression show that variable competence (X1) has influence 0.213 which is more big from training (X 2) is 0.131, Condition This show that variable competence (X1) more dominant than variable training (X 2). With thus Hypothesis Third (H 3) that state that " Competence most dominant influence to performance employee " already proven. This result is also proven with the magnitude mark response Respondent about variable competence , where Lots respondents who are percentage (%) states Strongly agree more Lots than variable training.

In tabulation response Respondent about various dimensions from variable competence show that evaluation Strongly Agree /Very Good on dimensions skills reached 41.67%, dimensions

knowledge 35.83%, dimension role social 45.84%, dimension image self 54.17% dimension trait / characteristics / nature 61.67% and motive dimension 67.50%. While For variable competence , results response Respondent show that choice Strongly Agree /Very Good on dimensions evaluation need training by 16.67%, dimensions readiness training 53.33%, dimension environment learning 51.11%, dimension transition training 52.50% dimension method 60.00% training and dimensions training program evaluation 55.56%.

4. CONCLUSION

Based on results research and discussion that has been described in chapter previously , can concluded as following: Analysis competence and training in a way partial influential to performance employees of PT Arief Nirwana Utama Regency Tapin, South Kalimantan, PT Arief Nirwana Utama Regency Tapin, South Kalimantan. Analysis competence and training in a way simultaneous influential to performance employees of PT Arief Nirwana Utama Regency Tapin, South Kalimantan, PT Arief Nirwana Utama Regency Tapin, South Kalimantan. Variables influential competencies dominant to performance employees of PT Arief Nirwana Utama Regency Tapin, South Kalimantan.

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