THE INFLUENCE OF WORK MOTIVATION, MASTERY OF INFORMATION TECHNOLOGY AND COMPETENCY ON EMPLOYEE PERFORMANCE AT THE OFFICE OF THE MINISTRY OF RELIGION PASAMAN

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ABSTRACT

This research aims to examine the influence of Work Motivation, Mastery of Information Technology and Competence on Employee Performance at the Pasaman Regency Ministry of Religion Office. The population in this study were employees of the Ministry of Religion of Pasaman Regency, consisting of 38 people. This research sample used the Saturated Sampling technique. This research was analyzed using multiple linear regression. The results of the research show that work motivation has no significant effect on employee performance at the Pasaman Regency Ministry of Religion Office with a significance value of 0.112. Mastery of Information Technology partially has a significant effect on Employee Performance at the Pasaman Regency Ministry of Religion Office with a significance value of 0.001 and Competency has a significant effect on Employee Performance at the Pasaman Regency Ministry of Religion Office with a significance value of 0.004. Simultaneously, Work Motivation, Mastery of Information Technology and Competency have a significant effect on Employee Performance at the Pasaman Regency Ministry of Religion Office with a significance value of 0.000. From the Coefficient of Determination Test Results (R2), a value of 0.556 was obtained, meaning that Work Motivation, Mastery of Information Technology and Competency were able to contribute 55.6% to Employee Performance at the Pasaman Regency Ministry of Religion Office.

Keywords: Work Motivation, Mastery of Information Technology, Competency and Performance

INTRODUCTION

Civil servants are the main element of human resources in achieving national goals. The role of employees is very strategic in carrying out public service tasks, government tasks and development tasks. It is absolutely necessary for reliable and professional apparatus resources to carry out very complex government tasks. Staff at the Pasaman Regency Ministry of Religion Office are led by an office head and are responsible to the West Sumatra Province Ministry of Religion Regional Office. In their duties in the religious sector, the Head of the Office and the employees at the Pasaman Regency Ministry of Religion Office need a driving force so that all employees work together and work sincerely in charity to achieve a Pasaman community that is able to apply religious values in everyday life.

Work motivation as a driving force most important in achieving performance. Without motivation, employees will not succeed in completing a job optimally because there is no will that comes from within the employee himself, only routine emerges. The work motivation factor of employees at the Pasaman Regency Ministry of Religion Office in carrying out the duties of civil servants really determines the success of the performance of the Pasaman Regency Ministry of Religion Office. The motivation required for employees of the Pasaman Regency Ministry of Religion Office is wrongone of them is awards, prizes and gifts received for the achievements obtained by employees. Some of these awards came from the assessment of the Head of the Pasaman Regency Ministry of Religion Office regarding the work performance of their employees in relation to the job descriptions given, some came from the Head of the Regional Office of the Ministry of Religion. West Sumatra Province.

The development of technology in the current era of globalization is very rapid, accompanied by the development of technology-based information systems. This has caused rapid changes in various fields. Information technology, in this case, is one of the pillars of success in the era of globalization. The development of information can also improve the performance of the company itself. Within the scope of information systems, user needs for information systems must be properly detected by system designers, including those in the Information Systems (IS) department, so that the system that

will be implemented in an organization can meet the needs of the users concerned.

One way that an organization or company can compete with its competitors is by using a good information system. Not a few organizations or companies spend huge amounts of money investing in information systems.The competencies possessed by employees both individually must be able to support the implementation of organizational strategies and be able to support any changes made by management. Competency has a very strong influence on employee performance. Competence is the ability to carry out or perform a job based on skills and knowledge and supported by the work attitudes required by the job. Based on the author's observations in the field, employee performance is still less than optimal due to inadequate data processing equipment and internet networks, incompatibility of educational background with the field of work carried out by employees, especially financial managers, most of whom are religious education graduates, not financial management graduates. The employees of the Pasaman Regency Ministry of Religion are still

not motivated due to their approaching retirement age. Lack of desire to learn new applications related to their field of work, so that the head of the office cannot provide assessment and appreciation for the work he carries out, which results in low performance scores.

Referring to the above phenomenon, the author is interested in conducting research entitled The Influence of Work Motivation, Mastery of Information Technology and Competence on Employee Performance at the Pasaman Regency Ministry of Religion Office.

Sutrisno (2015) describes that competence in public organizations is very necessary, especially to answer organizational demands, where there is very rapid change, the development of very complex and dynamic problems. Wibowo (2012) states that performance is the result of work that has a strong relationship with the organization's strategic goals, satisfaction and economic contribution. Performance is real behavior displayed by each person as a work achievement produced by employees in accordance with their role in the company, Rivai (2010).

Figure 1. Conceptual Framework
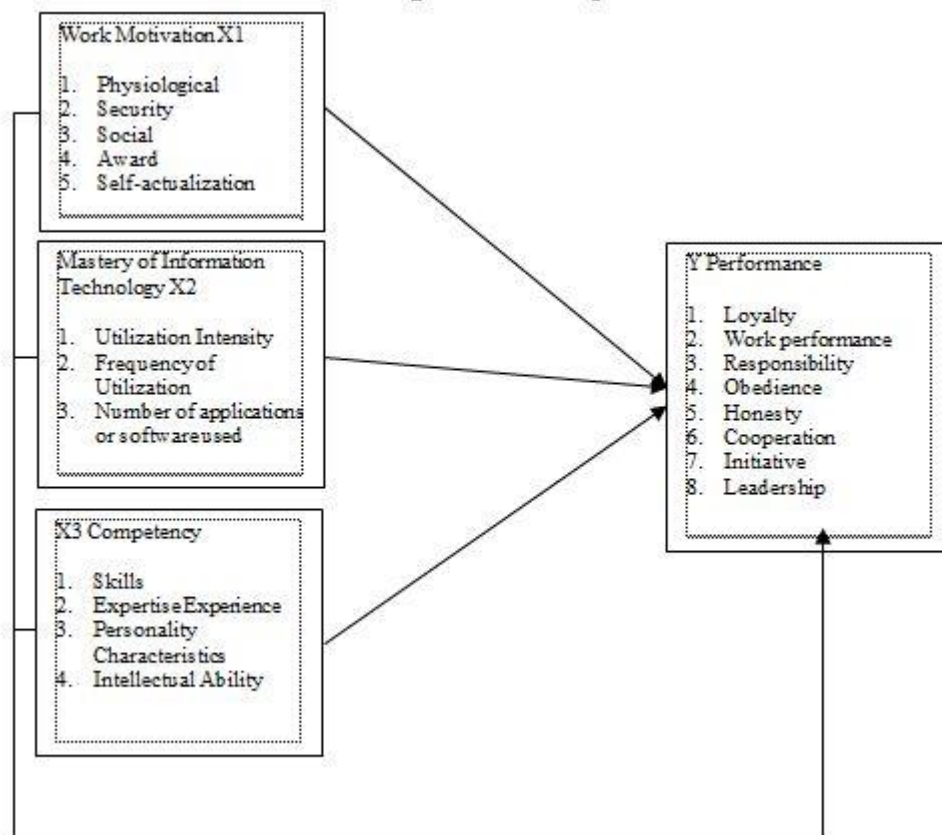
Hypothesis:
H1 : Work motivation has a significant effect on the performance of Ministry of Agriculture

employeesReligious Affairs of Pasaman Regency

H2 : Mastery of information technology has a significant effect on the performance of

Ministry of Agriculture employeesReligious Affairs of Pasaman Regency

H3 : Competence has a significant effect onPerformance of employees at the Pasaman Regency Ministry of Religion Office

H4 : Work motivation, mastery of information technologyand Competency together have a significant effect on the performance of employees at the Pasaman Regency Ministry of Religion Office

RESEARCH METHODS

The type of research used in this research is quantitative, associative in nature which aims to determine the partial and simultaneous influence of Work Motivation, Mastery of Information Technology and Competence onPerformance of employees at the Pasaman Regency Ministry of Religion Office.The population in this study was 38 employees of the Pasaman Regency Ministry of Religion. The research sample used a saturated sampling technique (census). The analysis technique used in this research is double linear regression analysis.

RESULTS AND DISCUSSION

Validity Test and Reliability Test

The validity test is used to measure whether a questionnaire is valid or not. A question or statement is said to be valid if it has a corrected item-total correlation value greater than 0.30 and vice versa, Sugiyono (2009). Invalid statement items will be discarded or not used in a variable for subsequent data processing. To test the validity of all question items used in this research, they were declared valid because the corrected item-total correlation value for 42 statement items was above 0.30.

Reliability is carried out with the aim of knowing the consistency of the instrument as a measuring tool so that the measurement results can be trusted. In this research, reliability testing was carried out using the Cronbach's alpha method. According to Santoso (2001), an instrument is said to be reliable if Cronbach's Alpha is more than 0.60. This calculation will be carried out with the help of the computer program SPSS (Statistical Package For Social Science) version 16.0. A measuring instrument is said to be reliable if it has consistent results when used repeatedly at different times.

Table 1 Variable Reliability Test

NO	Variable	Cronbach's Alpha	Information
1	Performance (Y)	0.787	*Reliable*
2	Work Motivation (X1)	0.750	*Reliable*
3	Mastery of Information Technology (X2)	0.794	*Reliable*
4	Competency (X3)	0.815	*Reliable*

Source: Processed SPSS Data

From the table above, you can see the results of data reliability testing for all variables used in this research. Where all variables have a Cronbach's Alpha value above 0.60. The Performance variable has a Cronbach's Alpha value of 0.787, the Work Motivation variable has a Cronbach's Alpha value of 0.750, the Information Technology Mastery variable has a Cronbach's Alpha value of 0.794 and Competency has a Cronbach's Alpha value of 0.815. This shows that the instruments used for all these variables are reliable and reliable.

Classic assumption test

Before carrying out the multiple linear regression test, the classical assumption test is first carried out, where the classical assumption test is a requirement that is fulfilled in the multiple linear regression test. The classical assumption test consists of normality, linearity, multicollinearity and heteroscedasticity tests.

Normality test

According to Ghozali (2014), normality testing is carried out to determine the distribution of variance that supports each research variable. To carry out normality testing, the One Sample Kolmogorov Smirnov Test is used. In the normality testing stage, the normality of each research variable is determined from the asymp sig (2-tailed) value which is large or equal to 0.05.

Table 2 Normality Test Results

| NO	Variable	Asymp Sig (2-Tailed)	Alpha	Conclusion
1	Performance (Y)	0.447	0.05	Normal
2	Work Motivation (X1)	0.494	0.05	Normal
3	Mastery of Information Technology (X2)	0.535	0.05	Normal
4	Competency (X3)	0.886	0.05	Normal

Source: Processed SPSS Data

From the table above it is known that the significance for the Performance variable (Y) is 0.447 for the Work Motivation variable (X1) of 0.494 for the Information Technology Mastery variable (X2) of 0.535 and the Competency Variable (X3) of 0.886. It can be concluded that all research variables used are normally distributed. Because all research variables have asymp sig (2-Tailed) values above 0.05.

Linearity Test

The linearity test is used to see whether the model specifications used are correct or not. To determine whether the function of the regression equation used is linear, it can be seen from the P-Plot. Whether the distributed points follow a linear line, then the regression model can be stated to be linear. In this research, the P-Plot graph was used to test linearity.

Normal P-P Plot of Regression Standardized Residual
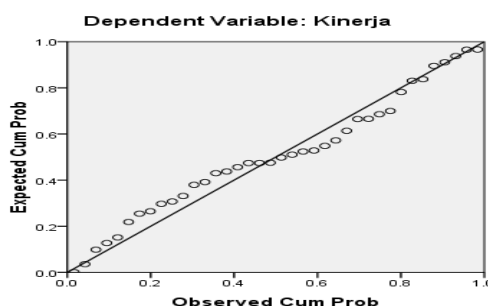
Based on the picture above, it can be seen that the points move in the direction of the linear line, so it can be concluded that the regression model in this research is linear.

Heteroscedasticity Test

According to Imam Ghozali (2013), the heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. If the variance from the residuals of one observation to another is different then it is called heteroscedasticity. A good model is obtained if there is no particular pattern on the graph, such as gathering in the middle, narrowing then widening or vice versa.

Scatterplot
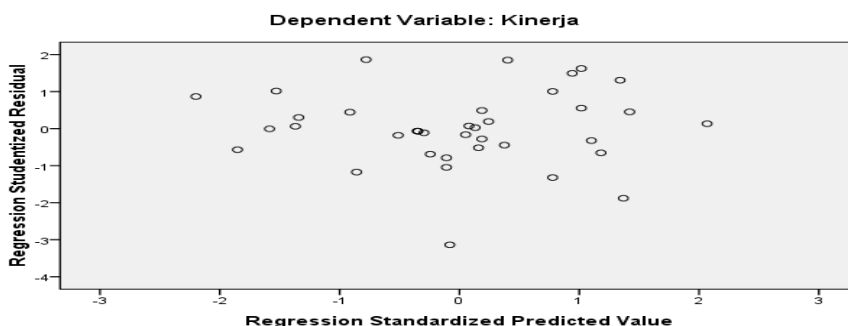
From the picture above, the heteroscedasticity test shows that the points are spread randomly and no clear pattern is formed and in the distribution the points are spread below and above the number 0 on the Y axis. This indicates that heteroscedasticity does not occur in the regression model, so the model regression is

suitable for predicting the Purchasing Decision variable (Y).

Multicollinearity Test

Multicollinearity is a situation that shows the existence of a strong correlation or relationship between two or more independent variables in a multiple regression model.Singgih Santoso (2010) states that a good regression model should not occur

correlation between independent variables.To determine whether there is multicollinearity in the regression model, it can be seen through the VIF (variance inflation factor). If the tolerance number is < 0.10 or the VIF value is > 10, then there are symptoms of multicollinearity.

Table 3 Multicollinearity Test

Independent Variable	Tolerance	VIF
Work motivation	0.763	1,311
Mastery of Information Technology	0.763	1,311
Competence	0.763	1,311

Source: Processed SPSS Data

Based on the table above, it can be seen that the tolerance of the Work Motivation, Information Technology Mastery and Competency variables is > 0.10 and the VIF does not exceed 10 so that the multicollinearity assumption is not met and can be used in research.

Multiple Regression Analysis

Table 4
Summary of Multiple Regression Analysis Results, F Test and R2

Variable	B	t	Sig
Constant	4,986	0.555	0.583
Work motivation	0.369	1,632	0.112
Mastery of Information Technology	0.642	3,572	0.001
Competence	0.243	1,380	0.004
F	13,830		0,000
R2		0.556	

Spss data processing source

Based on the research model, referring to the opinion of Suliyanto (2011), the equation formula is as follows:

$$Y = \alpha + b1X1 + b2X2$$

Thus the regression equation obtained is as follows:

$$Y = 4.986 + 0.369X1 + 0.642X2 + 0.243X3$$

To determine the partial influence of each independent variable on the dependent variable, it can be seen from its significance value. From the table above it can be seen thatThe Work Motivation variable has a significant value of 0.112. When testing via the t test, an error rate of 0.05 is used. The results obtained indicate that the significant value is 0.112 > 0.05. So the decision can be concluded that work motivation does not have a significant effect on employee performance at the Pasaman Regency Ministry of Religion Office. Thus hypothesis I is rejected.

This means that providing work motivation has no effect on employee performance at the Ministry of Religion Office, which means that motivation is not the dominant factor in improving employee performance. Every employee is not necessarily willing to exert their work performance optimally, so there is still a need for incentives so that someone is willing to use their full potential to work. This driving force is called motivation.

Based on the table above, it can be seen that the Information Technology Mastery variable has a significant value of 0.001. When testing via the t test, an error rate of 0.05 is used. The results obtained indicate that the significant value is 0.001 < 0.05. So the decision can be concluded that Mastery of Information Technology has a significant effect on Employee Performance at the Pasaman Regency Ministry of Religion Office. Thus hypothesis 2 is accepted.

This shows that employees' mastery of information technology influences performance, where employees who understand this mastery of information technology can work effectively and efficiently and are independent in completing their work.

Based on the table above, it can be seen that the Competency variable has a significant value of 0.004. When testing via the t test, an error rate of 0.05 is used. The results obtained indicate that the

significant value is 0.004 < 0.05. So the decision can be concluded that Competency has a significant effect on Employee Performance at the Pasaman Regency Ministry of Religion Office. Thus hypothesis 3 is accepted.

Employees who have work competencies tend to have good abilities in carrying out work and have the skills to be able to complete work based on work targets given by the organization.

From the results of data analysis in the table, an F value of 13,830 with a significance level of 0.000 in testing via the F test an error rate of 0.05 is used. The results obtained indicate that the significant value is 0.000 < alpha 0.05. So the decision can be concluded that Work Motivation, Mastery of Information Technology and Competency have a significant influence on Employee Performance at the Pasaman Regency Ministry of Religion Office. Thus hypothesis 4 is accepted.

Based on the F test of the Work Motivation variable, Mastery of Information Technology and Competency has a significant effect on Employee Performance at the Pasaman Regency Ministry of Religion Office.

According to Ghozali (2005) the coefficient of determination is a testing model that aims to determine the ability or contribution of the independent variables consisting of Work Motivation, Mastery of Information Technology and Competence in influencing the dependent variable as measured by Performance. Based on the table above, it can be seen that the coefficient of determination R Square (R^2) has a value of 0.556, which means that work motivation, mastery of information technology and competency can contribute to improving employee performance at the Pasaman Regency Ministry of Religion office. Meanwhile, the remaining 44.4% was influenced by other variables not used in this research.

CONCLUSION

Based on data analysis and interpretation of research results, the following conclusions can be drawn in this research:

1. It was found that the Work Motivation variable did not have a significant effect on Employee Performance at the Pasaman Regency Ministry of Religion Office with a significant value of 0.112 > 0.05.
2. It was found that the Information Technology Mastery variable had a significant influence on Employee Performance at the Pasaman Regency Ministry of Religion Office with a value of 0.001 < 0.05. So it can be concluded that Mastery of Information Technology has a significant influence on Employee Performance at the Pasaman Regency Ministry of Religion Office.
3. It was found that the Competency variable had a significant influence on Employee Performance at the Pasaman Regency Ministry of Religion Office with a value of 0.004 < 0.05. So it can be concluded that Competency has a significant influence on Employee Performance at the Pasaman Regency Ministry of Religion Office.
4. It was found that the variables Work Motivation, Mastery of Information Technology and Competence simultaneously had a positive or significant effect on Employee Performance at the Pasaman Regency Ministry of Religion Office with a significant value of 0.000 < alpha 0.05.

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