COMPETENCY ANALYSIS OF JOB ACHIEVEMENT IN THE TOURISM AND CULTURE OFFICE OF BOLAANG MONGONDOW DISTRICT

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Article history:		Abstract:
		This study aims to evaluate the effect of competence on work achievement at the Tourism and Culture Office of Bolaang Mongondow Regency. This study uses a survey research type with a quantitative approach. The population and samples used in this study cover all 19 apparatus working at the Tourism and Culture Office of Bolaang Mongondow Regency. The instruments in this study use a validity test, reliability test, correlation test, and research hypothesis test. The results of the study found in the field explain that the questionnaire testing Competence (X) and Work Achievement (Y) were declared valid and continued for testing the reliability of the data. The results of the reliability test produced by each variable describe that Competency (X) has a Cronbach alpha value of $0.715 > 0.368$ (r table), while Work Achievement (Y) has a Cronbach alpha value of $0.724 > 0.368$ (r table). The instruments of these two variables are declared reliable as a data collection tool in this study. The correlation between the two variables is based on the calculated r-value for Competence at $0.741 > 0.368$ (r table) and Work Achievement at $1,000 > 0.368$ (r table). There is a strong correlation between Competence (X) and Work Achievement (Y) because the r-count or Pearson correlation in this analysis is positive. In other words, the higher the competency of the apparatus, the higher the work achievement. The results of the hypothesis test based on the F test show that F count < F table $(3.379 < 0.352)$. This shows that the results of hypothesis testing in this study are at a 95% confidence level. Statistically, H0 is rejected and H1 is accepted, which means that there is a significant effect of Competence (X) on Work Achievement (X) at the Tourism and Culture Office of Bolaang Mongondow Regency, and acceptable.

INTRODUCTION

Basically, people who work in an organization must have work competencies and work experience to keep up with changing times which continue to develop, especially now that we are entering the 4.0 era or better known as cyber physical systems , the concept of implementation of which is centered on automation. But in other words, work experience must be balanced with the human's ability to carry out performance in an organization. Success in business is largely determined by different people and professionals in the organization, both those who are driven and those who drive it. For example, a company will not be successful if the people who work in it do not meet the requirements specified in the company. Hasibuan, (2001:12) states that employees are one of the main assets in a company, institution, because without their participation the company's activities will not occur or run because employees play an important role in implementing the systems, processes and goals to be achieved.

Mangkunegara (2000: 67) states that an employee's work performance is the result of the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the positions and responsibilities given to him. For this reason, work performance is the result of work achieved by an individual or the tasks assigned to him which are influenced by skills, experience, skills, professionalism, creativity and innovation in the work environment itself. An employee's performance is influenced by several factors which are used as a basis for determining a policy to improve an employee's work performance. Motivation, although it is one of the determinants of work performance, is not a factor. In other words, other variables such as effort, ability, previous experience can also influence work performance.

Many factors can influence a person's work performance, including motivation, effort, ability and experience. Sutrisno, (2015) stated that competence or skill, ability and authority can be interpreted as the behavior or expertise

or superiority of a leader or staff who has good skills and behavior. Furthermore , Aprilda , (20 1 2) stated that competence is something related to what can and cannot be done, related to opportunities and actions. Work experience is also one thing that influences an employee's work (Rofi, 2012). Where work experience can be a reference for an employee's work experience, the longer the work experience an employee has, the more experience they will have at work.

Simanjuntak (2005:113) states that competence can expand an employee's ability to carry out work in an organization . An employee does work every day , thus developing skills and becoming more proficient employees in completing work within the organization with full responsibility . The more types of work a person does , the richer and broader his work experience becomes, making it possible to improve his performance. Sudarmanto (2009:32) emphasizes competency as an attribute of HR quality which has a significant effect on individual employee performance . Employee competency, which consists of knowledge , abilities and skills adapted to the field of work required by the agency or organization, is expected to produce employee work performance. Competence is a key determinant for someone in producing good performance (Aprilda, 2012). Competency is very necessary in every human resource process, the more competencies are considered, the more the employee's performance will increase.

Employee work performance will have an impact on the employee concerned. Employees who have good work performance will have a positive impact on the government. High employee performance is expected by every government or government agency. One of them is the Bolaang Mongondow Regency Tourism and Culture Office which is part of the Bolaang Mongondow Regency Government in administering Regency government. One of the tasks of the Bolaang Mongondow Regency Tourism and Culture Office is to promote tourism and cultural attractions in Bolaang Mongondow Regency so that they are known to the Indonesian and foreign people.

Based on this description, these competencies contain a deep part of personality and are inherent in a person with predictable behavior in various situations and work tasks . Predictions of who performs well and who performs less well can be measured from the criteria or standards used for this reason. Therefore, researchers are interested in conducting research on Competency Analysis of Job Performance at the Bolaang Mongondow Regency Tourism and Culture Office.

RESEARCH METHODS

This research was carried out for 1 month in the office Bolaang Mongondow Regency Tourism and Culture Office. The research object that needs to be studied in this research is Competency Analysis of Job Performance at the Bolaang Mongondow Regency Tourism and Culture Office. In the research, the author chose the type of survey research with a quantitative approach, this research method translates data into numbers to be able to analyze the results of the findings, and is descriptive , correlational, based on the relationship between variables and uses a questionnaire as a tool for data collection. Every particular research requires an object or subject that must be researched so that the problem can be solved. The population in the research acts as the research object, by determining the population the researcher can carry out data processing. For this reason, to make things easier for researchers, there is something called a sample, which is part of the population. Samples are very helpful for researchers because they don't need to select all employees, only some employees. Data collection procedures are an important factor in the success of research. This relates to how to collect data, who the source is, and what tools are used. Data collection methods are techniques or methods used to collect data. Method refers to a method so that its use can be demonstrated through questionnaires, observations, tests. Arikunto (2006:219) validity is a measure that shows the level of validity or validity of an instrument, where a valid instrument will produce very high validity, conversely if the validity is not good then the results will have low validity. For testing, use the formula:

$$rXY = \frac{n\Sigma XY - (\Sigma X)(\Sigma Y)}{\sqrt{((n\,\Sigma X^2)-(\Sigma X)^2)\,((n\Sigma Y^2)-(\Sigma Y)^2)}}$$

Information:

X = independent variable (Independent)
Y = dependent variable (Dependent)
r = Correlation coefficient
n = number of samples

Reliability Test

A study or research results must show the actual situation in the field. Therefore, to prove this, it must be supported by research instruments that have a high level of confidence and accuracy. This is called a data reliability test.

$$ri = \frac{2\,r\,b}{1 + r\,b}$$

Information:

ri = Internal reliability of all instruments or statements
rb = Product Moment Correlation between the first and second hemispheres

The reliability of each statement will be shown by positive r $_{i\,results}$ and r count > r table, meaning the statement item is Reliable

To ascertain whether there is a Competency Analysis of Employee Work Performance at the Bolaang Mongondow Regency Tourism and Culture Office, testing was carried out using a simple regression method (Sugiyono, 2018). The simple regression method can be seen in the following picture:

$$X \longrightarrow Y$$

Information:

X = Competency

Y = Employee Work Performance

RESULTS AND DISCUSSION
Research result
General Description of Respondents

The research data used is primary data obtained from a list of questions in the form of a questionnaire which was distributed to employees at the Department of Tourism and Culture from 19 questionnaires distributed to Department employees and the results were that 19 questionnaires were also returned. The rate of return (response rate) obtained was 100%. This is because when the questionnaires were distributed, the employees at the Department of Tourism and Culture were all at the location where the research was conducted.

Respondent data in Table 1 .1 presents some information related to observations of the condition of respondents found at the research location. Based on the information presented, including gender, age and education level. Based on Table 4.1, it shows that there are fewer male employee respondents than female respondents, where the male respondents are 42.10% while the female respondents are more at 57.98%. Furthermore, respondents were grouped by age and the survey results showed that the majority of respondents were aged 40-49 years, namely 57.89% , then respondents aged 50-59 years, namely 26.31% , then respondents aged 30-39 years were 15.78% . .

Based on the education level of respondents at the Department of Tourism and Culture, from the survey results, it is known that the majority of education levels obtained at the research location were Bachelor/S1 qualifications, 79.94%, then respondents who had D4 qualifications were 5.26%, while the remaining 15 still had high school education qualifications. .78%.

Table 1 .1Demographic Data of Respondents

Information	Number of people)	Percentage
Gender		
1. Boy	8	42.10%
2. Female	11	57.98%
Age		
40-49 years old	11	57.89%
50-59 years old	5	26.31%
30-39 years old	3	15.78%
Education		
1. Elementary school	-	
2. Middle School	-	
3. High school	3	15.78%
4 D4 STPDN	1	5.26%
5. Undergraduate/Postgraduate	15	79.94%
6. General	-	

Data Validity Test

Research data generated in the field is tabulated first and then the data is processed to test the validation and reliability of the resulting data. The resulting validation test results were carried out with the help of the SPSS version 20 software program . These results show that the Pearson moment correlation coefficient for each group of questions from respondents contained in the questionnaire with the total score for the Employee Competency (X) and Employee Achievement (Y) variables is significant, where the results The significance is 0.05, thus the data can be interpreted to mean that each indicator of the Employee Competency (X) and Employee Achievement (Y) variables is valid. For this reason, briefly the results of the validity test data can be seen in Tables 1.2 and 1.3 as follows:

Table 1 .2 Validity Test Results of Employee Competency Instruments (X)

No. Items	R x y	r table	Information
1	0.539	0.368	Valid
2	0.456	0.368	Valid
3	0.504	0.368	Valid
4	0.502	0.368	Valid
5	0.836	0.368	Valid
6	0.701	0.368	Valid
7	0.533	0.368	Valid
8	0.651	0.368	Valid

Table 1 .3. Employee Achievement Instrument Validity Test Results (Y)

No. Items	R x y	r table	Information
1	0.625	0.368	Valid
2	0.651	0.368	Valid
3	0.625	0.368	Valid
4	0.535	0.368	Valid
5	0.801	0.368	Valid
6	0.588	0.368	Valid
7	0.692	0.368	Valid
8	0.482	0.368	Valid

The results of data analysis obtained from the instrument validity test in Tables 1 .2 and 1 .3 show that all question items in the respondent questionnaire in research points (1-8) and (1-8) regarding the Employee Competency (X) and Employee Achievement instruments (Y) is considered valid because the analysis results show r count > t table. Thus, the questionnaire testing regarding the Employee Competency (X) and Employee Achievement instruments is declared valid and can be continued for reliability testing which shows the consistency of the extent to which a measuring instrument can be trusted or reliable.

Data Reliability Test

The reliability calculation test used in this research is the split-half technique. This technique is used to divide each question item into two parts into odd question items and even question items, then each part is added together to produce two total scores for each group of question items. The total score of the first hemisphere and the score of the second hemisphere were searched for correlation using the Spearman Brown correlation formula, then the numbers were adjusted to obtain a reliability figure. The results of the reliability test on the Employee Competency (X) and Employee Achievement (Y) instrument question items for each variable can be seen in Tables 1.4 and 1.5 as follows:

Table 1 .4 Employee Competency Reliability Test (X)

Question Items	Cronbach's alpha	r table	Information
1	0.690	0.368	Reliable
2	0.720	0.368	Reliable
3	0.694	0.368	Reliable
4	0.694	0.368	Reliable
5	0.654	0.368	Reliable
6	0.667	0.368	Reliable
7	0.720	0.368	Reliable
8	0.693	0.368	Reliable

Cronbach's Alpha value of 0.715 > 0.368 (r table) so as with the basis for decision making described above, it can be concluded that the Employee Competency (X) questionnaire instrument was declared reliable as a data collection tool in this research.

Table 1.5 Employee Achievement Reliability Test (Y)

Question Items	Cronbach's alpha	r table	Information
1	0.710	0.368	Reliable
2	0.686	0.368	Reliable
3	0.710	0.368	Reliable
4	0.748	0.368	Reliable
5	0.663	0.368	Reliable
6	0.692	0.368	Reliable
7	0.687	0.368	Reliable
8	0.708	0.368	Reliable

Based on the results of the reliability test analysis in Table 1.5 above, it can be seen that the reliability number (ri) of the Employee Achievement question instrument (Y) is based on a Cronbach's Alpha value of 0.724 > 0.368 (r table) so as is the basis for decision making as described above, It can be concluded that the Employee Achievement Questionnaire (Y) instrument is declared reliable as a data collection tool in this research.

The Relationship Between Employee Competency (X) and Employee Achievement (Y)

To determine the influence of the relationship between Employee Competency and Employee Achievement at the Bolaang Mongondow Regency Tourism and Culture Office, the following statistical analysis was produced using SPSS software version 20. The results of the analysis of the correlation between Employee Competency (X) and Employee Achievement are shown in table 1.6 as following:

Table 1 .6 Correlation Between Employee Competency (X) and Employee Achievement (Y)

Employee Competency	Employee Achievement	Information
0.407	1,000	P>0.05

Based on the results of the analysis, it shows that the calculated r value for the Employee Competency relationship is 0.741> 0.368 (r table) and for the calculated r value for the Employee Achievement relationship 1,000> 0.368 (r table) it can be concluded that there is a strong correlation between Employee Competency (X) on Employee Achievement (Y), because the calculated r or Pearson correlation in this analysis is positive or in other words, as employee competence increases, employee performance at the Bolaang Mongondow Regency Tourism and Culture Office will also increase.

Employee Competency (X) simultaneously influences Employee Achievement (Y)

ANOVA [a]

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8,064	1	8,064	3,379	,084 [b]
	Residual	40,568	17	2,386		
	Total	48,632	18			

a. Dependent Variable: COMPETENCY
b. Predictors: (Constant), ACHIEVEMENT

calculated F output is 3.379 with a significance level of 0.352. Based on the F test, it shows that F count < F table (3.379 <0.352). This shows that the results of hypothesis testing on this research variable are at a confidence level of 95% and statistically H_0 is rejected and H_1 is accepted, meaning that there is a real influence on the validity of Employee Competency (X) on Employee Achievement (X) at the Department of Tourism and Culture. Bolaang Mongondow Regency is also acceptable.

DISCUSSION OF RESEARCH RESULTS

The resulting research results show that there is a direct positive and significant influence simultaneously between the Employee Competency variable (X) on the Employee Achievement variable (Y). The results of the correlation test show that the Employee Competency variable (X) simultaneously explains the significant influence on Employee

Achievement (Y), so that these results can be said that as employee competency increases, employee performance at the Bolaang Mongondow Regency Tourism and Culture Office will also increase.

From the results of evaluations and facts in the field that occurred at the Tourism and Culture Department, in terms of scientific competence, the employees were very good and the employees also had a high level of willingness. This is the basis of the data produced at the research location that the educational level of different employees in the Department of Tourism and Culture is dominated by employees with a Bachelor's degree with a percentage of 79.94 % compared to employees with a D4 education of 5.26% and also high school 15.78%. %. Level of education, willingness to work and work experience can add skills in the form of (hard skills and soft skills) in work to increase productivity at work by employees at the Bolaang Mongondow Regency Tourism and Culture Office. Caters (2009) suggests that individual competence describes what a person is capable of doing and includes a combination of motivation and traits, the self image of a person and hidden or her social role, skills and knowledge . The meaning of the opinion above is that a person's individual competence can be seen from a person's ability to do a job and includes a combination of motivation and character, a person's personal characteristics and social role and also the knowledge possessed by an employee. Narimawati (2007:75) states that competence is the character of attitudes and behavior, individual abilities that are relatively stable when facing situations in the workplace which form a synergy between character, concepts, motivation and knowledge capacity of employees. Suparyadi (2015:245) states that an employee's competency is a factor that differentiates between someone who is able to demonstrate superior performance (work achievement) and someone who is unable to demonstrate superior performance.

Apart from competence, employee work commitment is also a factor that influences employee work performance. Employees who have high work commitment tend to be more enthusiastic about work so that their work performance can increase. On the other hand, if employees with low work commitment will lose their enthusiasm for work and this will also have an impact on reducing their work performance. Martoyo (2000) stated that there are several factors that have a strong influence on the work performance of employees and workers, including job satisfaction, motivation, stress levels, physical conditions of work, compensation systems, economic, technical and other behavioral aspects. Work performance is also the result of work in terms of quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him by his superiors (Mangkunegara, 2009: 67). Handoko (2007:135) states that work performance is a work result achieved by an organization or evaluating and assessing its employees. Based on the description above, it can be concluded that work performance is complex, there are many factors that influence it, so it can be classified into several things, including job satisfaction, individual factors, including personality characteristics, such as appearance, demeanor, maturity, emotional stability, character. to work and other special characteristics, and situational factors, including physical conditions, work and work environment. In other words, employees at the Bolaang Mongondow Regency Tourism and Culture Office who have good competencies will have a greater opportunity to achieve better work performance compared to employees who have poor competencies.

CONCLUSION

1. Testing of the questionnaire regarding the Employee Competency (X) and Employee Achievement (Y) instruments was declared valid and can be continued to test the reliability of the data.
2. Reliability test results come from each variable between Employee Competency (X) with a Cronbach alpha value of 0.715 > 0.368 (r table) while Employee Achievement (Y) has a Cronbach alpha value of 0.724 > 0.368 (r table). It can be concluded that the instruments for these two variables are declared reliable as data collection tools in this research.
3. The correlation relationship between the two variables is based on the calculated r value for the Employee Competency relationship 0.741> 0.368 (r table) and the calculated r value for the Employee Achievement relationship 1,000> 0.368 (r table) that there is a strong correlation between Employee Competency (X) and Achievement Employees (Y), because the calculated r or Pearson correlation in this analysis is positive, or in other words, as employee competence increases, employee performance will also increase.
4. Hypothesis test results based on the F test show that $F_{count} < F_{table}$ (3.379 <0.352). This shows that the results of hypothesis testing on this research variable are at a confidence level of 95% and statistically H_0 is rejected and H_1 is accepted, meaning that there is a real influence on the validity of Employee Competency (X) on Employee Achievement (X) at the Department of Tourism and Culture. Bolaang Mongondow Regency is also acceptable.

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