

The Influence Of Competency, Communication And Work Environment On Employee Performance In Mina Store

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Abstract

Research aim : The purpose of this case is analyze influence of competence, communication, work environment on the performance of mina store employees

Design/Method/Approach : Used quantitative approach technique used by causality. The population is 30 employee Mina store

Research Finding : The difference from this case is that partially environment variables have a significant effect on employee performance but variables competency work environment do not have a significant effect on employee performance. Simultaneously, the variable of competency, communication, work environment has significant effect on employees mina store

Theoretical contribution/Originality : There have not been many studies that have examined the influence of competence, communication and work environment on performance wealthy people

Practical/Policy implication : Can be used for human Resources development at mina store

Research limitation : Limitation this case delay in resources the research respondent

Keywords : competence, communication, work environment, employee performance

1. Introduction

Triumph business venture in facing competitors of course involves the involvement of human resources in a company. Progress in labor resources is now influenced by three main factors: technology, education, and science. This means that the development of capabilities and quality of human resources cannot be separated from the progress that occurs in these fields [1]. Management of these resources is very necessary to achieve success, the main factor in achieving company goals is of course the role of the humans involved. Increasing employee a good, so that employees can achieve a good and optimal level of performance [2]. An organization is required to prepare all elements of a qualified workforce to achieve predetermined goals by utilizing the facilities available at the company. [3]. Thus, many companies select quality workers, workers who have a great work ethic and carry out their performance well achieving goals targets company.

1.1. Statement of Problem

Problems that occur in the field are characterized by relationships between some employees that are still not close enough, less effective communication between management and employees can cause confusion regarding can negative. Research can analyze how good communication can improve understanding and collaboration in the work environment. And also regarding competency, the importance of competency for employees in the target company and then developing a company with good competency to achieve competency goals.

1.2. Research Objectives

According [4] employees in their work based on the rules that apply to a job. From the explanation as stated above, one can conclude that refers to results. Increasing the workforce will have good effect on the store, so that workforce can achieve a good and optimal level of performance to support the achievement of company goals[5]. In carrying out duties is very dependent on its workforce. Achieving performance in an organization is one of the important aspects that needs to be considered so that the company can meet its stated goals. Apart from that, competency is also another factor that influences the workforce, as stated by [6] Competence, namely carrying out work based on creativity and flying hours and supported by the work morals required higher the level of, easier it will be for an employee to develop. and have higher opportunities than other employees. As expressed by [7] Communication is the act of each individual conveying a message to another individual with the aim of providing information or improving speaking skills, either silently or in a loud voice.

Research conducted by [8] With the title "The Influence of Competency and Work Environment on Employee Performance," Competence work environmennt good and signifikannt influennce workforce. These findings explain that if employees become more competent in higher work situations and are in a more conducive work environment, they will show good work. The path in research support these findings, concluding that competency and working conditions have a good and significant to employee performance. These two factor worker job. Research conducted by [5] with the title "Improving Employee Performance: The Role of Communication, Work Motivation, and Work Environment at Candisari Restaurant, Kebumen" concluded show communication, work motivation, and work environment significant good influence on emppooyee performance at Candisari Restaurant, Karanganyar, Kebumen. The implication is that organizational management needs to improve communication, work motivaation and woork environmenmt variables aspects that get low scores if they want improve employee performance.

The purpose of writing article explore further aboutt competennce, communicatioon and the work environmennt, then formulate problem article, namely understanding the influennce of competennce, communicatioon the work environnment. According information above, the author is interestedd researching the worrk envvironment, incentives and worrk facilities on emmployee performance. Therefore, author raised title: The Influence of Competence, Communication and Work Environment on the Performance of Mina Store Employees.

2. Method

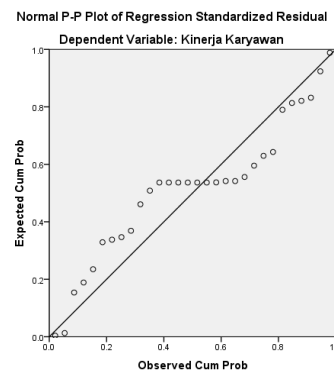
The method used in this research is a quanttitative approachh, namely a researcch approacch that usedd data in the formm nummmbers and exact sciences to answer [9]. The characteristics quantitative influenced by positive concepts that can be measured and tested empirically. This

approach also has the characteristics of using numbers, presenting of tables or graphs, applying hypotheses, using research instruments that can be tested. Because researcher wanted to obtain data with definite knowledge answer the hypothesis regarding the research subject at Toko Mina. The population of this research is 30 Mina Shop workers. Then the sample was taken using a saturated sample, namely using all 30 respondents. Total sampling is a technique where the number of samples and population are the same [10]

3. Results and Discussion /Hasil dan Pembahasan

To confirm that the data obtained meets the regression model, a classical assumption test is carried out with the following results:

Normality Test



Source: Processed data, 2024

Figure 1 Normality Test

Based on Figure 1, we find are spreadd aroundd the diagonal line and follow the diagonal direction, meaning that residualss are normaally distributeed.

Multicollinearity Test

Table 1
Multicollinearity Test Results

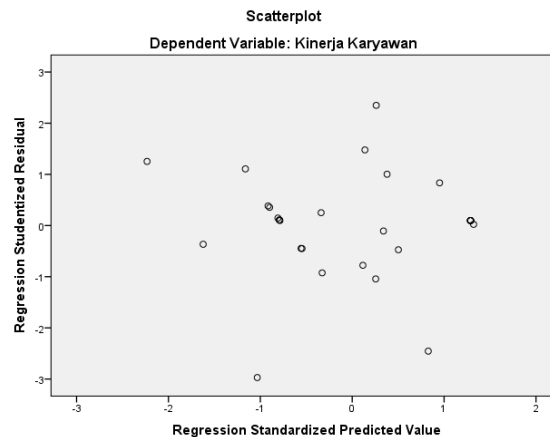
Coefficients ^a		
Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Competence	.652	1.534
Communication	.119	8.374
Work	.117	8.563

a. Dependent Variable: Work

Source: Processed data, 2024

The tablle indicatess that the VIF valuee is leess thann 10, suggesting there is no relationship between the independennt variabbles, and therefore, multicollinearity assumptioon is satisfied.

Heteroscedasticity Test



Source: Processed data, 2024

Figure 2: Heteroscedasticity Test

According shows that points spread out above and theree is no clear pattern and are abovee and below the number 0 on the Y axxis, so cannot be concluded that heteroscesdastiscity does not occur.

Autocorrelation Test

Table 2
Autocorrelation Test

Model Summary ^b	
Model	Durbin-Watson
1	2.115

a. Predictors: (Constant), Lingkungan Kerja, Kompetensi, Komunikasi

b. Dependent Variable: Kinerja Karyawan

Source: Processed data, 2024

According 2, shows that thee results of the auotocorrelation test in this case can be fulfilled. Because the Durbin Watson valuee 2.115 which is locateed between du and 4-du. The du value $(3.30) = 1.6498$ and the 4-du value $= 4 - 1.6498 = 2.3502$. Autocorrelation is fulfilled becausee the resulting Durrbin Watsoon valuee 1.984 is locateed between du annd 4-du.

Multiple Linear Analysis Test

Table 3
Multiple Linear Analysis Test

Coefficients ^a					
Model	Unstandardized		Standardized	T	Sig.
	B	Std.	Beta		
1 (Constant)	178	4.199		.042	.967
Kompetensi	21	.140	-.015	.153	.879
Komunikasi	432	.310	-.323	1.397	.174
Lingkungan Kerja	1.795	.345	1.218	5.209	.000

a. Dependent Variable: Kinerja Karyawan

Source: Processed data, 2024

According, it shows that the regression equation obtained from the test is as follows:

$$Y = 178 + 0,21 X_1 + 0,432 X_2 + 1,795 X_3$$

According, the constant value of 178 shows that if the variables competence (X1), communication (X2), work environment (X3) have no influence at all, then Y has a significant value of 178. However, it will change if:

- Competence β_1
Competency variable (X1) increases by 1 unit the communication variable (X2), and the work environment (X3) remains constant then Y will be affected by 0.21
- Communication β_2
Communication variable (X2) increases by 1 unit, the competency variable (X1) and the work environment variable (X3) are fixed, then Y will be affected by 0.432.
- Work environment β_3
Increases by 1 unit, competency variable (X1) and the communication variable (X2) remains the same, Y will be affected by 1.795

Adjusted R² Test

Table 4 Adjusted R²

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.913 ^a	.834	.815	1.81754	2.115

a. Predictors: (Constant), Lingkungan Kerja, Kompetensi, Komunikasi

b. Dependent Variable: Kinerja Karyawan

Source: Processed data, 2024

According shows R Squaare is 0.815, indicatting thatt competency (X1), communication (X2) and workk enviroanment (X3) can explain emplooyee performaance (Y) by 81.5%. So it can be interpreted that theare are still otheer variaations that were not exaamined in study, amounting to 18.5%.

t Test

Table 5 t Test

Coefficients ^a					
Model	Unstandardized		Standardized	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	.178	4.199		.042	.967
Kompetensi	.021	.140	.015	.153	.879
Komunikasi	.432	.310	.323	1.397	.174
Lingkungan	1.795	.345	1.218	5.209	.000

a. Dependent Variable: Kinerja Karyawan

Source: Processed data, 2024

According paartial determinee role competency variabble (X1), communication (X2) work environmeent (X3) on employee performance (Y) seen:

- The influennce of competency (X1) on emplooyee perrformance (Y) at the Mina Store.

According the tcount value of the variaable, namely X1 153. The tcount valuee > ttable ($153 > 2.05553$) or the sig valuee. $0.879 > 0.05$. H0 is rejected and H1 is rejected. It can bee interpreted that competency (X1) has no partial influennce on employee performannce (Y). Thiss means that performance Mina Store employees is not too influenced by competency. Even though there is a lack of competency, it is not too much of a problem for employee performanhnce.

- The influence of communication (X2) on employee performance (Y) at the Mina Store

Based on the variable t value, namely X2 1.397. The tcount value >ttable ($1,397. > 2.05553$) or the sig valuee. $0.174 > 0.05$. H0 is rejected and H1 rejected. Bee interppreted X2 has no partial influence on Y. This indicates that the performance of Mina shop employees is not influenced by communication. Even though there are deficiencies in communication, it is not too much of a problem for employoee performancee.

- The influence of the work environment (X3) on employee performance (Y) at the Mina Store.

According tcount vaalue of the variaable, namely $0.000 < 0.05$. H0 is rejected and H1 is accepteetd. Be interpreted that X3 partial influence on Y. This indicataes performancee of Mina shop emplooyees is not influenced by the woork environment, with a good work environmeent it can improve employee performance

F test

Tabel 6 F test

ANOVA ^a						
Model		Sum of	df	Mean	F	Sig.
1	Regression	431.577	3	143.859	43.548	.000 ^b
	Residual	85.890	26	3.303		
	Total	517.467	29			

a. Dependent Variable: Kinerja Karyawan

Source: Processed data, 2024

According of F Test table above, the work environment and incentives together play a role in employee performance (Y). The table shows that $F_{count} > F_{table}$ ($43.548 > 3.59$) or sigg value = $0.000 < 0.05$. So H_0 is rejected, H_1 is accepted, there is an influence of X_1 and X_2 simultaneously on Y

4. Conclusion

Conclusion research understand the influence of competence, communication work environment performance the employees studied the Mina Store with the responses of employees at the Mina Store so that various :

1. Partial competency does not have a significant impact on employee performance at the Mina Store. This the performance Mina Store employees is not too influenced by competency. Even though there is a lack of competency, it is not too much of a problem for employee performance.
2. Partial communication does not have a significant impact on employee performance at the Mina Store. This indicates that the performance Mina shop employees is not influenced by communication. Even though there are deficiencies in communication, it is not too much of a problem for employee performance.
3. The work environment partially has a significant influence on employee performance at the Mina Shop. Means the performance of Mina shop employees is not influenced by the work environment, with a good work environment it can improve employee performance
4. Competence, Communication and Work Environment simultaneously have a significant impact on employee performance at Mina Store. This means that with a combination of competence, communication and a good work environment, it can influence employee performance at Mina Store and can increase employee performance in order to achieve the goals of the Mina Store.

In this article there are also limitations of researchers with research results that are generally available and will provide a basis for more accurate analysis results. Furthermore, researchers evaluate research, thereby producing more representative and detailed results.

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