

“INFLUENCE OF MOTIVES, KNOWLEDGE AND SKILLS ON EMPLOYEE PERFORMANCE AT PT INACON LUHUR PERTIWI ENGINEERING CONSULTANTS AND MANAGEMENT JAKARTA”

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Abstract

This study aims to obtain the results of the study and analysis of the influence of knowledge, skills and motives on employee performance at PT Inacon Luhur Pertiwi Engineering Consultants and Management Jakarta. These characteristics are complex competencies. Different knowledge that each employee needs skills that match their work and expertise, such as employee expertise in Engineering, and employees have expertise in marketing management in increasing employee productivity in solving company problems, and employees having good skills in carrying out work, such as, employees Having skills Concern for Order, Initiative, Information Seeking, employees must have high motivation, in several factors of intrinsic motivation, namely, Responsibility, Reward, Work itself, Development and progress, so that good employee performance can be achieved. The results of this study are in improving employee performance, the main thing is to increase motivation, as well as improve skills and knowledge. The conclusions from the results of the research on employee performance at PT Inacon Luhur Pertiwi Engineering Consultants and Management Jakarta are influenced by motives, knowledge and skills. high level of knowledge and skills.

Keywords: Knowledge, Skills Motives, Employee Performance

Introduction

Human resource management plays a vital role in an organization, be it government organizations, industry, education and so on. If the human resources in the organization are managed and utilized properly, the organization will be able to run the organization to its full potential. In other words, human resource management plays a very important role in increasing the effectiveness and efficiency of an organization in achieving its goals. Human

resource management is a very broad function in an organization. It focuses on staffing functions ;human resource planning, recruitment, selection, and placement of people, development functions ; training and organizational development, welfare functions ;safety, welfare and benefits, utility functions ;maintenance and record keeping, compensation, monitoring functions ;performance appraisal), managerial functions (planning, organizing, directing and controlling), and especially strategic functions to unify the vision, mission and goals of the organization and the goals of people working in the organization. However, it is not the exclusive domain of human resource managers. In fact, it should be done by every line manager :motivation, communication and supervision. Human resource management is not a one-way traffic[1, 2].

The development of the industrial world in the service sector in the era of the 4.0 eruption continues to increase. This causes increasingly fierce competition, which requires companies to optimize existing resources in their companies. Quality human resources within the company is one of the important aspects that can encourage the company to move forward and continue to grow in the midst of increasingly fierce competition. Excellent and professional human resources who have competence in their fields are needed to support the sustainability of the goals and objectives set by a company. In addition, [3]argues that "Competence is the knowledge, ability, and skills or personal characteristics of a person that determine the level of behavior and individual expertise in carrying out their work which is expected to provide superior performance in their work."[4, 5]

Based on the above, PT Inacon Luhur Pertiwi Engineering Consultants And Management Jakarta, always wants its employees to have good competence, the competence of an employee plays a close role in showing how effectively he performs his duties. Therefore, of course there are various kinds of benefits in hiring someone who has high competence. As we said earlier, companies, especially large companies, use competence to help sort out the many candidates applying. In addition to making it easier to select the best candidate, there are several other benefits of using competence, such as the following: Shows the work standards set by the company, High work competence can increase company productivity, Payroll system can make work competence the basis for development, Facilitates the company's adaptation process to the ever-changing business world[6, 7].

Because one of the factors in the development of the company is employee competence, the company must also contribute to improving the skills of its workers. The company can improve the work competence of its employees with a variety of activities carried out on an ongoing basis. The reason why activities must be carried out on an ongoing basis is so that the consistency of workers can be maintained and also to improve the quality of work. Here are some things that companies can do to improve the competence of their employees. [8], There are five competencies that affect employee performance, namely, motives, traits, self-concept, knowledge and skills. PT Inacon Luhur Pertiwi Engineering Consultants And Management Jakarta to improve the competence of its employees is to increase Knowledge, Skills Motives, efforts to improve these competencies are the creation of good employee performance. Employee performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work standards, targets or targets or criteria that have been determined in advance and have been mutually agreed upon[9].

Literature Review

Knowledge

Knowledge includes knowledge of financial accounting and other related sciences, knowledge of business and organizational activities. Knowledge is knowledge, which we can use to complete our work. Knowledge at work is very important, but knowledge alone is certainly not enough[10, 11]. Even the knowledge and skills are still lacking, because it takes the right attitude to be successful. • Technical/Professional/Managerial Expertise (EXP) is the mastery of work-related knowledge (can be technical, professional, or

managerial) and also the motivation to expand, utilize, and distribute that knowledge to others[12, 13].

Skills

Skill, is the ability to "carry out" the work: leading subordinates, negotiating, timing, analyzing the situation, making friends with others. these include soft skills, while hard skills: welding iron, painting buildings, making computer programs, driving large trucks, and so on. . skills include, concern for order, quality and accuracy initiative, information seeking. Skills or skills are the ability to use reason, thoughts, ideas and creativity in doing, changing or for something more meaningful so as to produce value from the work. In addition, skills can also be interpreted as the ability to translate knowledge into practice so that the desired performance will be created[14].

Motives

Motives are consistently thought or desired by someone that causes action. Motives are able to move, direct, and choose behavior towards certain actions or goals. People who are motivated to achieve something consistently set challenging goals for themselves, take responsibility for achieving them and use feedback to do better in the future The scope of this Organizational Awareness is understanding informal organizational structures, recognizing organizational boundaries that are not visible, and recognizing problems and opportunities that affect the organization. Relationship Building, Achievement Orientation[15].

Employee Performance

Performance comes from the word to perform which means doing an activity and perfecting it according to its responsibilities with the expected results. Meanwhile, in the practice of human resource management, there are many terms that appear with the word performance, namely performance evaluation, also known as performance appraisal (performance appraisal, performance rating, performance assessment, employee evaluation, rating, efficiency rating, service rating). is basically a process that companies use to evaluate job performance. Performance indicators according to [16, 17] are: quality of work, promptness, initiative, capability, communication

Research Paradigm

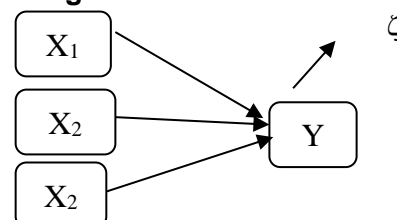


Figure 2. Relationship Flow Framework between Latent Variables

X_1 = Knowledge (variabel laten eksogen)

X_2 = Skills (variabel laten eksogen)

X_3 = Motives (variabel laten eksogen)

Y = Employee Performance (variabel laten endogen)

ζ = Residue factor

Hypothesis Research

H_1 : Knowledge Effect positive partially to Employee Performance

H₂: *Skills* Effect of positive partially on Employee Performance

H₃: Motives Effect of positive partially on Employee Performance

Research Methods

The object of this research is to find out how much influence PT Inacon Luhur Pertiwi Engineering Consultants And Management Jakarta. The research method is descriptive and verification, , correlation analysis test, determination, t-test to test the influence hypothesis between exogenous latent variables and endogenous latent .The method of distributing samples is census. to all employees of PT Inacon Luhur Pertiwi Engineering Consultants And Management Jakarta, Primary and secondary data from PT Inacon Luhur Pertiwi. The data collection techniques u sed by the author in this study are Library Research, Field Research, Questionnaire, Interview, Observation, Partial Hypothesis Test (T- table)

Results and Discussions

H₁: Knowledge Effect positive partially to Employee Performance

Table 1

Coefficients Knowledge

Un Standardized Coefficients			Standardized Coefficients	t	Sig.
Model	B	Std. Error	Beta		
Constant	27.785	5.505		5.136	0.000
Knowledge	1.515	.352	.331	4.317	0.000

The value of tcount = 4,317 is in the Ha acceptance area. Knowledge has an influence on employee performance either directly or indirectly. This can be seen from previous research on these two variables and found that there was a significant influence between the Knowledge variable on employee performance. This means that with the knowledge possessed by employees, the tendency will make employee performance higherH₂: *Skills* Effect of positive partially on Employee Performance

Table 2

Coefficients Knowledge

Un Standardized Coefficients			Standardized Coefficients	t	Sig.
Model	B	Std. Error	Beta		
Constant	23.053	4.600		5.011	0.000
Knowledge	2.310	.336	.472	6.773	0.000

The value of tcount = 6.773 is in the receiving area of Ha. Skills have an influence on employee performance either directly or indirectly. This can be seen from previous research on these two variables and found that there was a significant effect between the Skills variable on employee performance..

H₃: Motives Effect of positive partially on Employee Performance

Table 3

Coefficients Motives

Un Standardized Coefficients			Standardized Coefficients	t	Sig.
Model	B	Std. Error	Beta		
Constant	10.536	4.412		2.388	0.018
Motives	4.357	.375	.631	9.762	0.000

The value of $t_{count} = 9.762$ is in the H_a acceptance area. Motives have an influence on employee performance either directly or indirectly. This can be seen from the previous research on these two variables and found that there was a significant effect significant between the Motives variable on employee performance. This means that with the motives owned by employees, the tendency will make employee performance will be higher.

Conclusion and Suggestion

Conclusion:

From the statistical calculation of the t test, t_{count} for Knowledge = 4.317 is greater than $t_{table} = 1.976$, research hypothesis is accepted because knowledge is mandatory and must be fulfilled and managed properly and efficiently for agencies or companies. Why? because with the management of knowledge that is not appropriate, will bring great losses for the course of the company's activities. This is because of the unequal distribution of skills/knowledge received by competent individuals in the running of the company. As we know, Knowledge Management or knowledge management is a way to capture and manage the knowledge / knowledge possessed by each individual in the company centrally and then that knowledge / knowledge can be disseminated to other individuals in the company who need it for the smooth running of the company.

From the statistical calculation of the t test, t_{count} for Skills = 6.673 is greater than $t_{table} = 1.976$, t . This means the hypothesis is accepted that skills have an effect on employee performance. The way to improve employee skills that can be done quickly is if the company has clear goals and targets. If this is the case, it is certain that employees must work with all their heart because there is a clear purpose why they must improve their skills at work.

Companies must also continue to monitor the performance of their employees so that things do not happen that are not desired. There are still many ways to improve the skills of other employees. You as an employee now have to change bad habits into good habits during work. Your responsibility must be demonstrated with full dedication..

From the statistical calculation of the t test, t_{count} for Motives = 9.762 is greater than $t_{table} = 1.976$, the hypothesis is accepted that motivation have an effect on employee performance. Because if employees have good work motivation, then work productivity will also increase. So, what is meant by employee motivation spurs individuals to work better than before, and provide the best performance in order to achieve an expected goal.

Suggestion

In business, the role of employees is very important for the sustainability of the company. Without competent and good quality employees, of course, a company can fall and have a bad reputation. Therefore, many companies are competing to increase the competency capacity of their employees. With the aim that their company is growing along with more competent employees or employees. use various methods such as training or training specific skills for each employee. This method has also proven to be quite effective in improving the quality of employees in a company. It's just that if the implementation is not appropriate, it will become a problem such as employees being less productive because too much training is done.

There is one way that is quite effective and easy to do. It is knowledge sharing that has been widely used by large and advanced companies. Literally, knowledge sharing means the dissemination of knowledge. Knowledge sharing can be interpreted easily or interpreted

as management activities in companies that aim to spread knowledge or information. Usually this can be in the form of discussion activities, presentations, tutors, and many others.

Knowledge sharing is something that can be considered important even though it is informal or non-formal. This is because sharing knowledge can be done at any time without having to wait for certain needs or conditions. In this activity, the knowledge that is shared with each other is not limited because it can cover all general information. Even employees can exchange ideas without having to talk about business or work. For example, about self-development from the outside or any information that will increase their insight capacity.

Companies, in any industry segment, have undeniable internal dynamics. The workforce that is owned will always continue to 'struggle' to maintain its position. This is due to the availability of a large enough supply of qualified and qualified labor in the labor market. Like it or not, companies must be able to improve employee skills so they don't have to do recruitment over and over again. human resource motivation, Training Program, Clear Goals and Targets, Appreciation.

In the world of business and work, we know that employees are people who play an important role in driving the business together with the team in achieving company goals. It is not surprising that employee motivation is no less important to be considered in every company management. Provide Effective Communication Opportunities to All Employees. Creating Opportunities for All Employees to Develop Their Skills, Creating Effective Communication between Employees, Senior Managers and Executives. Fostering Good Relationships between Employees and Supervisors. Provide Trust and Opportunity for Employees to Take Responsibility for Their Work. Addressing Employee Concerns and Complaints. Giving Appreciation, Recognition and Appreciation to Excellent Employees.

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