ANALYSIS OF THE INFLUENCE OF MOTIVATION AND COMPETENCE ON EMPLOYEE COMMITMENT AT XYZ POLYTECHNIC OF JAKARTA

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ABSTRACT
This study's title is "Analysis of the Influence of provocation and capability on Hand Commitment at XYZ Polytechnic Jakarta." The purpose of this exploration is to ascertain the extent to which capability and provocation influence hand commitment at the XYZ Polytechnic Jakarta. Capability is an existent's capacity, mastery, and individual capacities, and responsibility is an existent's feeling of obligation for the work terrain. A strong internal drive is provocation. This study employs a quantitative exploration approach via a questionnaire with a total population of 85 and a sample size of 85 using the tale system for sample computation. The examination demonstrating this The t test shows that capability and allegiance have a significant impact on representative responsibility. This is shown by the tcount X1 of 0.364, the tcount X2 of 0.455. The determination measure( R²) is 0.496. This suggests that other variables that this study did not examine account for the remaining 50.4, while provocation and capability have an impact of 49.6.

Keywords: Employee Motivation, Competence, and Commitment

1. INTRODUCTION
Employee commitment is very important for the success of a company. When a company has a strong commitment to its employees, they are more likely to work with passion and dedication and stay with the company for a long time. The motivation and ability of an employee is one of the factors that can affect their level of responsibility.

Motivation which is an internal drive has an impact on the level of one's enthusiasm and desire to achieve company goals. Motivated employees can be motivated to work long hours, take initiative and achieve goals. Employees who are persuaded will definitely join the association and feel a connection to the goals and values of the company.

Competence, on the other hand, refers to the knowledge, skills and attitudes of employees in carrying out their duties. A competent worker has what it takes to run a business effectively and efficiently. They are confident in their ability to overcome challenges and are happy to have made a significant contribution to the company. When there is a high level of competence, employees can also develop a sense of loyalty to the company as a result of the company's recognition of their excellence and added value.
It is important to understand the relationship between the level of employee commitment to the company and their level of competence and motivation. Companies must ensure that employees are engaged and have relevant skills in a serious and rapidly changing workplace. With highly committed employees, businesses can increase customer satisfaction, maintain competitive advantage, and improve performance.

Our scientists will examine the influence of skills and inspiration on representative responsibilities at the XYZ Jakarta Polytechnic in this review. Researchers will use existing theoretical frameworks and appropriate research methods to collect valid and reliable data. It is believed that directors and human resources professionals will benefit from this concentrated discovery in their efforts to create a representative work environment.

Examination of whether inspiration and ability fundamentally influence vicarious responsibilities is important here. This study provides a better understanding of the relationship between employee commitment and competence and motivation. In addition, the findings of this study have the potential to guide businesses in the development of effective employee engagement strategies and policies.

In practice, an employee with a high level of commitment is more likely to do their best because commitment can inspire employees to do their best, which in turn can result in increased productivity and work excellence. In the same vein, representational ability and employee motivation are equally important for business.

There are many factors that force businesses and offices to hold employees accountable. Strong correspondence, motivating employees, and expanding representative capabilities are examples of methods. The author's interest in conducting research and taking titles specifically can be seen from the description above, namely "The Influence of Motivation and Competence on Employee Commitment at the XYZ Polytechnic Jakarta".

**LITERATURE REVIEW**

**Motivation**

According to Robbins, S.P. (2005), "Motivation is an internal force that encourages individuals to act and achieve the desired goals".

According to Noe, Hollenbeck, Gerhart, and Wright (2017) "motivation is an internal factor that influences the direction, intensity, and persistence of individual behavior".

Motivation is a complex concept that has been researched and discussed by many scholars in various fields. Berelson and Steiner's perspective, as mentioned in Hasibuan (2007), emphasizes that motive is an inner state that energizes and directs behavior toward goals. They proposed that motives function as drives from within to move and achieve desired results.

Motivation can be understood as the process of giving or generating motives. It involves creating circumstances or factors that induce individuals to act in a certain way. Motivation can come from internal factors (such as personal desires, needs, or values) and external factors (such as rewards, recognition, or social influence).

Leaders play an important role in creating external motivation for individuals. They need to choose appropriate means or tools to influence and inspire others. Effective leaders understand that different people may respond to different motivational strategies, and they adapt their approach accordingly. By understanding individual motives and using appropriate techniques, leaders can encourage and guide their followers towards goal attainment.

**Maslow's Theory of Needs**
The motivational hypothesis proposed by many today requires speculation. According to this hypothesis, human behavior is basically aimed at solving problems. Mangkunegara (2009:93) has cited Maslow's related theory about explaining the five levels of basic human needs. Physiological requirements Requirements necessary for human existence. Some examples of these needs are as follows: food, clothing, and shelter. These are the most essential needs in life.

Security needs
The indication of this need is the need for security, physiological needs must be met and control of thoughts and behavior is carried out, the need for security can be dynamic. The desire to be accepted by others, the desire to advance, and the ability to participate are indicators of this need. The desire for glory (requires respect) The higher one's status, the greater the chance of being respected. Many examples of this status and prestige include: luxury cars, really cool workplaces, and others.

Self-Efficacy Needs The manifestation of this need is to improve one's intellectual and professional abilities through on-the-job training, off-the-job training, seminars, conferences and other educational opportunities. The desire to improve one's abilities.

Competence
According to Haryanto (2014: 11), "Competence is a combination of knowledge, skills, and attitudes possessed by individuals to perform certain tasks well". Employee competence includes a deep understanding of the field of work, effective skills, quality job skills, and good interpersonal skills. Employees with sufficient competence tend to have better commitment in the company/institution.

Mentality (Self Idea)
Self Idea is the mentality and values one has. To determine a person's value and what drives him to do something, attitudes and values are measured through tests.

Character (Attribute)
Quality is a characteristic that causes individuals to act or how individuals respond to something with a specific purpose in mind. Self-confidence, self-control, tenacity and endurance are examples.

Commitment
According to Meyer and Allen (2019: 147), "Commitment is the level of individual trust and loyalty to the company where they work. Lecturer commitment reflects the level of their willingness to contribute optimally in achieving the institution's academic goals."
There are several components of hierarchical responsibility in this world, one of which is the aspect that Allen and Meyer communicated. The three aspects that Allen and Meyer imply are:

a. Emotional fidelity. This commitment is related to the emotional involvement of the individual in a company, which in turn leads to the emotional involvement of the individual.

b. Ongoing dedication. This responsibility includes the individual's view of the costs and dangers of leaving the association. This commitment is made at the expense of the person if they leave the company and there are no other options available to them. Manage responsibilities. commitment motivated by a sense of duty and responsibility to the group in which one is involved.

Based on the above, it can be concluded that commitment is an individual attitude towards the company where they work which influences decisions and the level of individual involvement in the company. They identified three dimensions of commitment, namely affective commitment, continuance commitment, and normative commitment, which are related to emotional attachment, practical needs, and moral obligations to the company.

Kusumawati, A., Kusumawardani, R. D., & Murwani, F. (2020:139-149). “The Effect of Competence, Motivation, and Organizational Culture on Organizational Commitment of Lecturers in Private Universities. Journal of Administrative Science”, 17(2). This study examines the influence of competence, motivation, and corporate culture on employee commitment, especially lecturers at private universities. The findings of this study indicate that competence and motivation have a positive influence on company commitment. In addition, a positive corporate culture also contributes to increasing employee commitment.

Employees with high commitment will have a strong motivation to improve the quality of their commitment, including in collaboration, innovation and discipline in their work and work.

2. RESEARCH METHODS

In this study, experts use quantitative methods to deal with testing speculation between factors and understanding the relationship between these factors. The interdependence or dependence of the investigated variables is the main focus of this investigation.

With a total of 85 respondents, the population of this study consisted of XYZ Jakarta Polytechnic alumni. XYZ Jakarta Polytechnic was chosen for the assessment on the grounds that the scientist worked there and needed to know the elements and abilities that existed there. Exemplary is important for the population which is considered to represent the population as a whole and has several characteristics (Sugiyono, 2010: 52). Certain sampling techniques were used in this study to ensure that the sample accurately reflects the population (Notoatmodjo, 2005: 8).

Census technique is a sampling method used in this study. In order for this method to accurately represent the entire population, researchers must collect data from every member of the population (Sugiyono, 2010: 48).

Descriptive Analysis

An overview of the characteristics of the respondents and the variables studied in this study are provided by descriptive analysis. The goal is to increase understanding of existing data.

For categorical data, descriptive analysis generally involves calculating the amount and percentage for each category group. For example, if you have data on food preferences (categories), you can calculate how many respondents choose each type of food and their percentage in that group.
Meanwhile, for mathematical information, the check of interest involves using proportions of information concentrations such as mean (normal), mean (mean value), and mode (value that occurs most frequently). Measures of dispersion such as the standard deviation can also be used to indicate how far the data is spread out from the mean.

Descriptive analysis can also involve data visualization using graphs or tables to help visualize patterns or differences in the data.

It is important to remember that descriptive analysis only provides an overview of the available data and does not involve inferences or broader statistical inferences. For more in-depth conclusions or generalizations, further statistical analysis is required. (Hastono, 2003:62-69)

**Multiple Linear Regression Analysis**

Data were analyzed using multiple linear regression methods in this study. 2008: Sugiyono (183) says that multiple linear regression analysis is used to predict how the independent variable values will change if the dependent variable values change. In this test with at least two independent factors, the dependent variable (Y) and autonomous factors (X1 and X2) are used. The formula used to simultaneously assess the strength of the relationship between a number of independent variables and related variables encapsulates this approach.

Sugiyono (2008: 275) menurut analisis regresi linier berganda sebagai berikut:

\[ Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 \]

Keterangan:
- \( \alpha \) = Konstanta adalah \( Y \) pada saat variabel independen adalah 0 (\( X_1 \) dan \( X_2 = 0 \))
- \( \beta_1 \) = Koefisien regresi berganda variabel independen \( X_1 \) terhadap variabel \( Y \), bila variabel \( X_2 \) dianggap konstan
- \( \beta_2 \) = Koefisien regresi berganda variabel independen \( X_2 \) terhadap variabel \( Y \), bila variabel \( X_1 \) dianggap konstan
- \( X_1 \) = Motivasi, merupakan variabel independen ke 1
- \( X_2 \) = Kompetensi, merupakan variabel independen ke 2

3. **Results and Discussion**

**Significant test**

1. Testing the correlation coefficient of Representative Inspiration with Employee Responsibilities  
   Ho: There is no relationship between commitment and employee motivation  
   Ha: There is a relationship between commitment and employee motivation  
   From these results obtained a significance level of 0.000. Cough was rejected because the significance level was less than 0.05. Therefore, it can be concluded that employee engagement and motivation are interrelated.

2. Testing the correlation coefficient of Representational Ability with Employee Responsibilities  
   Ho: there is no relationship between Work Ability and Representative Responsibility  
   Ha: The output has a significance level of 0.000, indicating that there is a relationship between employee commitment and competence. Because importance < 0.05 then Ho is rejected. So it stands to reason that there is a relationship between Worker Skills and Representative Responsibilities.
Regression Analysis

Regression Analysis of Work Motivation and Employee Commitment

Table 1: Regression Analysis Results of Work Motivation and Employee Commitment

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std Error of Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.6044</td>
<td>.364</td>
<td>.357</td>
<td>8.27227</td>
</tr>
</tbody>
</table>

Coefficients

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>26.643</td>
<td>8.266</td>
<td></td>
<td>3.222</td>
</tr>
<tr>
<td>MOTIVASI</td>
<td>1.216</td>
<td>.176</td>
<td>.604</td>
<td>6.900</td>
</tr>
</tbody>
</table>

The regression equation of Employee Motivation and Commitment is as follows from the regression output:

Y = 26.643 + 1.216 X1

Coefficient test of work motivation variable (t test) Ho: work motivation has a weak effect on employee engagement Hi: work motivation has an effect on representative responsibility From the table below, Ho is rejected with the assumption that t count = 6900 is greater than table = 1989 (dk = 82, 0.025). Thus, the responsibility of representatives is influenced in part by work motivation.

Work Inspiration and Representative Responsibilities have a strength of 0.364 (36.4%), with a difference in the factors that affect the strength of 1 - 36.4% = 63.6%.

Regression analysis of Employee Competence on Employee Commitment

Table 2: Results of Employee Competency Regression Analysis on Employee Commitment

<table>
<thead>
<tr>
<th>Model Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td>1</td>
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</table>

Coefficients

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std Error</td>
<td>Beta</td>
<td></td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>24.133</td>
<td>7.164</td>
<td></td>
<td>3.371</td>
</tr>
<tr>
<td>KOMPETENSI</td>
<td>.785</td>
<td>.094</td>
<td>.674</td>
<td>8.319</td>
</tr>
</tbody>
</table>

a. Dependent Variable: KOMITMEN
The competency regression equation for employee commitment is derived from the results of the regression output as follows:

\[ Y = 24.153 + 0.785 X_2 \]

Coefficient t test of Employee Competency variable \( H_0 \): Employee Commitment Is Not Influenced in Part by Employee Competence Representative Capability more or less influences Worker's Responsibilities

\( H_0 \) was rejected because \( t \) count = 8.319 looked more prominent than \( t \) table = 1.989 (dk = 82, 0.025). As a result, employee competence has an impact on employee commitment in part.

The strength of the relationship between employee commitment and competence is 0.455 (45.5%), while other variables affect the remaining 1-45.5% (54.5%).

**Analysis of Work Motivation and Competence on Employee Commitment**

Table 3: Regression analysis results of Work Motivation and Competence on Commitment

<table>
<thead>
<tr>
<th>Model Summary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td>a. Predictors: (Constant), KOMPETENSI, MOTIVASI</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>ANOVA^a</th>
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<tbody>
<tr>
<td>Model</td>
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<tr>
<td>-------</td>
</tr>
<tr>
<td>1</td>
</tr>
<tr>
<td>Residual</td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>a. Dependent Variable: KOMITMEN</td>
</tr>
<tr>
<td>b. Predictors: (Constant), KOMPETENSI, MOTIVASI</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Coefficients^c</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td>1 (Constant)</td>
</tr>
<tr>
<td>MOTIVASI</td>
</tr>
<tr>
<td>KOMPETENSI</td>
</tr>
<tr>
<td>a. Dependent Variable: KINERJA</td>
</tr>
</tbody>
</table>

As a result of the relapse, the recurrence conditions for Work Inspiration and Representative Capability for Representative Responsibilities are obtained as follows:

\[ Y = 14.588 + 0.552 X_1 + 0.570 X_2 \]

**Testing the variable coefficient of Work Motivation and Competence (F-test)**

\( H_0 \): Motivation and skills have no effect on employee commitment, \( H_a \): Competence and motivation have a simultaneous effect on employee commitment. The significance of the ANOVA table remains sig because \( f \)-count = 40.331 is greater than \( f \)-array = 2.716 (dk = 82.3). \( H_0 \) is rejected if the value = 000 is less than 0.05. As a result, employee commitment is
influenced simultaneously by competence and motivation. The strength of the relationship between employee performance and commitment motivation is 0.496 (49.6%). There are additional variables that impact the remaining 4–496.6%, or 50.4%, but were not included in this study.

1. The effect of motivation on employee commitment

Ho is rejected with the assumption that the results of the persuasive relapse table show t count = 6,900 greater than t table = 1,989 (dk = 82, 0.025). Thus, the responsibility of representatives is influenced in part by work motivation. Work Inspiration and Representative Responsibilities have a strength of 0.364 (36.4%), with a difference in the factors that affect the strength of 1-36.4% = 63.6%.

2. The effect of competence on employee commitment

If the table of competency regression results shows that t count = 8.319 is greater than t table = 1.989 (dk = 82, 0.025), then Ho is rejected. As a result, employee competence has an impact on employee commitment in part. Employee commitment and competence have a strength of 0.455 (45.5%), while other variables affect the remaining 1-45.5% (54.5%).

3. The Influence of Motivation and Competence on Employee Commitment

With fcount = 40.331 > from f-table = 2.716 (dk = 82.3), the meaning of ANOVA is not determined by sig. Ho is rejected if the value is less than 0.05 at = 000. Competence and motivation thus influence employee engagement simultaneously. The co-existing relationship between competency and motivation on employee engagement has a strength of 0.496 (49.6%). The different factors excluded from this study affect the remaining 1-49.6% or 50.4%.

4. Conclusion

The following can be drawn from the results of the research and discussion:

1. Employee commitment is influenced significantly and positively by motivation. This shows that commitment is correlated with work motivation. If the t-count of the motivation regression table = 6,900 is greater than the t-table of motivation = 1,989 (dk = 82, 0.025), then Ho is rejected. Thus, work inspiration to some extent influences the representative's responsibilities. The strength of the influence of work inspiration on representative responsibility is 0.364 (36.4%), an excess of 1-36.4% = 63.6% is influenced by different factors.

2. Employee commitment is significantly influenced by competence. This shows that employee commitment increases with employee competence. Ho is rejected if the competency regression table shows that the t count is 8.319 higher than the t table is 1.989 (dk = 82, 0.025). Therefore, employee commitment is partly influenced by their competence. Employee competence has a strength of 0.455 (45.5%), while other variables have an influence of 1-45.5% or the remaining 54.5 percent.

3. Skills and inspiration have a significant effect on representative commitment. This suggests that as inspiration and possibility grow, so does agent responsibility. Because fcount = 40.331 is greater than ftable = 2.716 (dk = 82.3), the significance of the ANOVA table is sig. Ho is rejected if the value = 000 is less than 0.05. Thus the obligations of workers so far are influenced by motivation and skills. The influence of current motivation and capacity on representative obligations is 0.496 (or 49.6%); Other factors not included in this analysis impacted the remainder, or 49.6%, or 50.4%.
REFERENCES


