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The influence of competence and motivation on employee performance in the Payakumbuh Sub-District office of West Sumatra, Limapuluh Regency, West Sumatra City

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ABSTRACT

Purpose: This research aims to analyze the impact of competence and work motivation on employee performance at the Payakumbuh District Office, West Sumatra, Kabupaten Lima Puluh Kota.

Research Methodology: This study employs a quantitative approach using a descriptive survey method. The research population includes 47 employees at the Payakumbuh District Office. The collected data were analyzed using Smart Partial Least Square (PLS).

Results: Competence and work motivation both have a positive and significant effect on employee performance, with t-values of 3.818 and 2.703 ($p < 0.05$). The adjusted R^2 of 56.2% shows that these two variables collectively explain more than half of the variance in employee performance.

Conclusions: Competence and motivation significantly enhance employee performance, with competence having the strongest effect. Strengthening both factors is vital to improve effectiveness and public service quality.

Limitations: The study's population is limited to employees at the Payakumbuh District Office, which may restrict the generalizability of the findings to other government institutions.

Contribution: Nevertheless, this research significantly contributes to human resource management, particularly within the governmental context.

Keywords: *Competence, Work Motivation, Employee Performance*

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1. Introduction

The rapid development and progress of bureaucracy at this time spurs every organization, both government organizations and private organizations are able to compete and to be innovative in order to maintain organizational continuity and achieve the goals of the organization (Yanditini & Wiyasa,

2021). In Achieving success requires human resources that are professional and have good performance. To realize the goal of a reliable, professional and competent human resources organization, human resources are assets that play a very important role in running an organization, both formal organizations and non-formal organizations. The human resources referred to are all employees and employees who are directly related to implementing the mission and achieving the vision of the organization. To achieve these organizational goals, the hope of organizational leaders is that employees or employees have good performance through competence, reliability, innovation and competitiveness (Sabilalo, Kalsum, Nur, & Makkulau, 2020).

According to Adnan and Hamim (2013) management as a unique process that drives an organization is very important, because without effective management no business will be successful for long. The achievement of organizational goals, whether economic, social or political, to a large extent depends on the components of the managers of the organization concerned. Management provides effectiveness to human efforts. As reported by Hayek (2016) Management basically moves from the beginning to the end, while enjoying the results of its decisions according to whether the results are sufficient to provide quality satisfaction to community groups. In short, strategic management is a way to control an organization effectively and efficiently, up to front line implementation, in such a way that the goals and objectives are achieved (Irijanti, 2022).

An organization is a group of individuals organized in a certain structure to achieve certain goals. To run an organization, it is necessary to have humans who manage and move within the organization, namely what is often referred to as human resources (Nisa & Hariyanti, 2022). Human resources are an important element and will interact and depend on each other (Nursam, 2017; Pradana, 2014). Along with this, there are opinions that state what is meant by human resources. Human Resources are people who are ready and able to contribute to efforts to achieve organizational goals. Employee performance is an achievement achieved by a person or the final result of work in accordance with a predetermined time span. To achieve good performance, human resources are needed who are reliable, have the ability, skills and have the passion or enthusiasm to complete the work that has been assigned to them (Melati, Rahayu, & Choiriyah, 2022).

Employees are those who work for a business entity, organization, both private and government and are given work wages in accordance with their position and applicable laws and regulations (Manurung & Riani, 2017). As human beings, employees have rights as individual creatures who need each other and are related to each other. And humans cannot live alone. Likewise, work requires relationships and interactions that are interrelated between the motivation and attitudes of an employee (Marsus, 2022). In Job leads employees prefer jobs that give them the opportunity to use their skills and abilities in performing a variety of tasks, freedom regarding how well they work (Sodirin, 2020). However, basically a company or organization not only expects employees who are alert and skilled, but most importantly they are willing to work hard and have the desire to achieve results and have high motivation. Motivation is important because with motivation it is hoped that an employee will work hard and be enthusiastic to achieve high work goals (Azzahra, Yuliansyah, & Nauli, 2021).

In carrying out work, whether it is casual or hard work, an employee must have motivation within himself so that there is enthusiasm or encouragement to work for life. There are two factors that cause motivation, namely from within an employee and from external factors, such as being encouraged by someone they love, be it friends, family or even their lover. Every employee has various kinds of motivation for working, some want an award, rank, rewards and some even praise from other people. The Payakumbuh sub-district office belongs to the area of West Sumatra Province, Limapuluh Kota Regency. In an organization that operates in the service sector, especially the task of carrying out coordination of government administration, public services and empowering villages or sub-districts of banking services, to provide services to the community. Good service can be in the form of conveying information or providing policies (Franco, Franco, Lopes, Severo, & Ferreira, 2018; Ira Lusiawati, 2019). The total number of employees working at the Payakumbuh Subdistrict Office, Limapuluh Regency, West Sumatra City is 47 employees. With a high school education of 24 people and 9 people with a diploma, 12 people with a bachelor's degree and 2 people with a master's degree. Based on the

results of interviews conducted by researchers, there are employees whose education and abilities do not match their field of work, because employee recruitment carried out by the sub district office still prioritizes local residents, or who live in the district of Payuk Kumbuh.

Based on phenomena in the field, researchers found several problems that occurred at the Payakumbuh Subdistrict Office, West Sumatra, including (1) there were employees who were less able to complete their work in accordance with the allotted time, (2) several employees who were irresponsible in completing their tasks, they considered trivial about what they have to complete by the time specified, (3) many people complain because they feel disappointed with the service and performance provided to the community, (4) employees are very slow to protect what the community needs, such as: making activity proposals, making KTPs, KK, transfer letters, SKTM, transfer letters, or proposing facilities that should be obtained by the community, (5) many employees are lazy in carrying out their work due to a lack of motivation at work.

2. Literature review and hypothesis/es development

2.1 Employee Performance

In essence, performance is the result of work achieved by someone in carrying out their duties in accordance with the standards and criteria set for the job. Performance is a total collection of work carried out by workers for the tasks given. Performance is a function of motivation and ability to complete a task or job, a person must have a degree of willingness and a level of ability Erialdy (2024); Erlangga (2021) says that performance is the result of work carried out by employees in an organization, both individually and collectively, in accordance with the authority and responsibility given to achieve the vision, mission and goals of the organization related to ability, perseverance, independence, and problem solving skills as far as possible are provided legally, not illegally and in accordance with ethics and morals.

Performance is an important aspect in efforts to achieve company or agency goals. With good employee performance in a company or agency, the company or agency will be able to achieve its desired goals. This is because performance determines the success and survival of the company. In every organization, humans are a very important component in bringing the organization to life (Widayanto & Ismawati, 2021). According to Safitri and Kasmari (2022) Performance is the work result that can be achieved by a person or group of individuals in a company that is acceptable with each party having power and responsibility for these efforts.

Veronica and Tumanggor (2022) explains that employee performance is the result of the synergy of a number of factors. These factors are internal organizational environmental factors, external environmental factors, and internal employee factors. According to Abun, Nicolas, Apollo, Magallanes, and Encarnacion (2021) performance, which is also called work performance, is the work results that have been achieved by someone based on their work behavior in carrying out activities at work. Astuti and Prayogi (2018) "Performance (work achievement) is the result of work in terms of quality and quantity achieved by an employee in carrying out tasks in accordance with the responsibilities given to him. The definition of performance from various definitions put forward by human resource management experts is the result of work and work behavior. If performance is based on results, then what is seen is the amount of quality and quantity produced by a person. For example, someone's ability to sell a targeted item.

Employee performance refers to the level of achievement of a person or group in completing tasks and responsibilities based on established standards and objectives. It is generally measured in terms of efficiency, effectiveness, quality, and timeliness of work outcomes. According to Robbins and Judge (2019), performance is the result of behaviors that are directly related to the achievement of organizational goals. In the public sector, employee performance not only reflects individual productivity but also the organization's capability to provide effective and transparent public services. Recent studies have shown that employee performance in government institutions is determined by a combination of technical competence, work motivation, and organizational culture. Nur (2024) revealed

that competence and communication skills strongly influence service quality and responsiveness in regional government offices. Meanwhile, Aziz and Wediyanto (2024) emphasized that performance improvement among civil servants requires internalizing values of accountability, innovation, and citizen orientation, in line with bureaucratic reform policies. Rumbi and Christian (2021) found that employee performance is not merely a function of individual ability but is also shaped by leadership style and work environment. Transformational leadership encourages employees to perform beyond expectations by enhancing their sense of purpose and engagement. Furthermore, Jose and Mampilly (2014) confirmed that psychological empowerment and recognition increase employee performance by boosting self-efficacy and emotional attachment to work.

Supporting this, Akbar, Pilcher, and Perrin (2012) highlighted that performance measurement in government organizations must include both behavioral and outcome indicators, given that success in the public sector often depends on service integrity and compliance rather than financial results. In the Indonesian context, the Ministry of Administrative and Bureaucratic Reform Siregar, Radi, and Fahmi (2025) has emphasized performance-based management systems (Sistem Akuntabilitas Kinerja Instansi Pemerintah/SAKIP) as a framework for linking individual achievements with institutional objectives. Thus, employee performance can be viewed as a multidimensional construct involving behavioral competence, motivational drive, and organizational support. In the case of the Payakumbuh Sub-District Office, high performance implies employees' ability to provide efficient administrative services, maintain accountability, and respond promptly to citizens' needs—reflecting both task execution and public service orientation.

Dimensions that support this Performance is to achieve or assess performance, there are dimensions that become benchmarks, according to Syahza et al. (2020); Prasetyo (2020) namely Quality:the level of errors, damage, accuracy, the Quantity of this performance is the amount of produced work, Use of time in working hours, namely the level of absence, delays, effective working time or lost working hours and collaboration with other people in work. Meanwhile, the factors that influence performance according to theory Silalahi, Sitanggang, and Sihombing (2022) are Ability and Expertise, Knowledge, Work Design, Personality, Work Motivation, Leadership, Leadership Style, Organizational Culture, Job Satisfaction, Work Environment, Loyalty, Commitment and Work discipline. The performance indicators according to Kristanti and Pangastuti (2019) state work accuracy, work neatness, work accuracy, work ability, achievement of results and work results exceeding targets.

2.2 Competence

Human resources, in the term competency, has often been spoken and discussed. However, the question is, how many organizations are serious about consistently establishing a competency-based human resources system. How many organizations have experienced the benefits of human resources based on these competencies. According to Indrastuti (2020) competency is defined as workers who have the knowledge, skills, talents and positive traits that must be present in a company, so that it has a competitive advantage compared to rival corporate organizations and always wins in global competition Susanto and Sukoco (2019) competence is a the ability to carry out or carry out a job or task that is based on skills or knowledge supported by the work attitude required by the job. Competence as a person's ability to produce at a satisfactory level in the workplace includes a person's ability to transfer and apply these skills and knowledge in new situations and increase agreed benefits.

Competency is an ability based on work behavior, skills and knowledge that is supported by performance and its application in work at the workplace in relation to using established job requirements (Prayogi, Lesmana, & Siregar, 2019; Tumanggor & Girsang, 2021). Brief description of competency as explained above This will be very useful, considering that expert opinions obtained through various research, studies and experiments will be able to provide a much more accurate picture for the purposes of writing this thesis in approaching critical aspects which will be used as a reference in uncovering the important role of competence. personnel as one of the variables in shaping performance. Competence refers to a set of knowledge, skills, attitudes, and personal attributes that enable an individual to perform a particular job effectively. It is the combination of theoretical

understanding and practical ability that allows employees to achieve organizational objectives with quality and efficiency.

According to Boyatzis (2008), competence encompasses three core dimensions: (1) Cognitive competence, relating to job knowledge and problem-solving ability; (2) Functional competence, related to technical or procedural skills in carrying out tasks; and (3) Behavioral competence, which involves interpersonal, leadership, and ethical behaviors aligned with organizational values. In government institutions, these three dimensions are critical to achieving bureaucratic reform and improving the quality of public services. Recent studies show that competence plays a strategic role in improving employee performance and institutional effectiveness. Shabrina and Gumilar (2024) found that competence in terms of technical knowledge and service skills significantly increases employee performance in local government agencies through improved work accuracy and accountability. Similarly, Prabawati and Aoktariyanda (2018) emphasized that competence must be continuously developed through education, training, and professional certification to maintain consistency in service delivery.

Factors that Influence competency according to Prayogi et al. (2019); Jufri (2018) namely Beliefs and values, Skills, Experience, Personal characteristics, Motivation, Emotional issues, Intellectual abilities and Organizational Culture with the Benefits of Competency is very important in the world business as a basis for employee recruitment. Some experts even state that a high IQ does not necessarily guarantee success because IQ results are more in the direction of "tendency". According to Rus' an (2013) "IQ (intelligent quotient) is not everything in achieving success. According to the results of research with several experts on CEOs (chief executive officers) who have been successful in various countries, the contribution of IQ in life success and a person's career development only reaches 20%. Meanwhile, 80% is actually influenced by emotional intelligence (emotional quotient). This competency is so important that its development system for every company/organization that wants to be successful is mandatory and must be implemented as widely as possible, especially in modern companies. This. According to (Haryanto, 2021; Maulidah & Sukardjo, 2018) the competency dimensions are Knowledge, Understanding, Ability/skill, Value, Attitude and Interest with Competency Categories according to Manurung and Riani (2017) provides five categories, namely Task achievement, Relationship, Personal Attribute, Managerial and Leadership.

2.3 Work motivation

The word "motivation" has the following meanings: desire, wish, hope, goal, target, need, drive, motivation and incentive. A comprehensive definition of motivation is a physiological and psychological deficiency process that drives behavior or encouragement aimed at incentive goals. The motivation process depends on the understanding and relationship between needs, encouragement, and incentives. Motivation is viewed from management science which is a function or tool that is closely related to humans as a motivator for people to be able to carry out organizational activities (Dewanti, 2019).

According to Andayani and Makian (2016), motivation provides a driving force that creates enthusiasm for a person's work, so that they are willing to work together, work effectively, and integrate with all their efforts to achieve satisfaction. Meanwhile, what was discovered by Science & Management in 2021 is that motivation from the individual side is a desire that arises from within a person or individual because inspired, encouraged and encouraged to carry out activities with sincerity, joy and sincerity so that the results of the activities carried out are good and of good quality.

Motivation questions how to direct the power and potential of subordinates, so that they are willing to work together productively to successfully achieve and realize predetermined goals. Furthermore Diputra, Landra, and Puspitawati (2021) found that motivation is a potential force within a person that can be developed independently or developed by a number of external forces which essentially revolve around monetary rewards and non-monetary rewards that can influence performance results positively or negatively.

According to Pradana (2014) motivation is the willingness to expend a high level of effort for organizational goals which is conditioned by the ability of that effort to meet several individual needs and insufficient supplies to meet the individual's needs. As we already know, there is a view about work motivation put forward by Alisa, Al Musadieq, and Mayowan (2016) "Work motivation is defined as conditions which influence the arousal, direction, and maintenance of relevant behaviors in work settings". According to Sabilalo et al. (2020) motivation as a psychological process within a person will be influenced by several internal factors and external factors. working environment conditions, adequate compensation, good supervision, job security, status and responsibility, and flexible regulations.

Motivation Indicators According to Prayitno (2017) dimensions and indicators of work motivation can be grouped as follows:

1. Internal motivation; Responsibility in carrying out tasks, carrying out tasks with clear targets, providing feedback on the results of his work, having a sense of enjoyment in working, always trying to outperform others and prioritizing the achievements of what he does.
2. External motivation; Always tries to fulfill his life and work needs, likes to get praise for what he does, works with the desire to get incentives, works with the hope of getting attention from friends and superiors.

2.4 Relationship Between Variables

2.4.1 The Relationship between Competency and Employee Performance

Competence has a significant positive effect on employee performance Novitasari, Wilujeng, and Suharso (2022), this proves that competency determines the optimization of employee performance achievements. Because abilities based on work behavior, skills and knowledge will support employee work results or performance, employees can complete and maximize the tasks given. Based on research conducted by Anggraeni (2019) it is stated that competence has a positive and significant influence on employee performance. Based on this, a hypothesis can be formulated:

H1: Competency influences employee performance at the Payakumbuh Subdistrict Office, Limapuluh City, West Sumatra.

2.4.2 The Relationship between Motivation and Employee Performance

Motivation has a significant effect on employee performance (Mulang, 2023). This proves that efforts to improve results cannot be separated from both internal and external motivation. Motivation is in the form of encouragement for employees to be optimal in every job they do. Apart from that, the relationship between motivation and employee performance is strengthened by research results. Motivation has a significant effect on employee performance. Based on this, a hypothesis can be formulated: H1: Competency influences employee performance at the Payakumbuh Subdistrict Office, Fifty Cities, West Sumatra.

3. Methodology

This research aims to analyze the influence of competency and motivation on employee performance at the Payakumbuh sub-district office, West Sumatra. In the quantitative methodology used, this research is based on the philosophy of positivism and designed systematically using descriptive survey methods. This descriptive method, especially in case studies, provides a detailed description of the characteristics of the case studied, in this case, employee performance. The research population included all 47 employees at the sub-district office, and samples were taken using a purposive sampling method. Data collection was carried out through questionnaires, documentation and literature studies, both from primary and secondary sources. The collected data was then analyzed using descriptive techniques and hypothesis testing using Smart Partial Least Square (PLS), which allows path analysis to determine direct and indirect relationships between independent variables (competence and motivation) and the dependent variable (employee performance).

Next, the data analysis process was carried out by formulating structural equations and path diagrams to determine the contribution of each variable in influencing employee performance. In this stage, validity and reliability tests are carried out to ensure that the measuring instruments used are reliable. The results of the analysis will provide an in-depth understanding of the relationship between

competency, motivation and employee performance at the Payakumbuh District Head Office. Thus, it is hoped that this research can make an important contribution to the development of human resource management, especially in increasing the effectiveness and efficiency of employees in local government institutions.

4. Results and discussion

4.1 Respondent Identification

Before testing the hypothesis and discussing the results of the analysis, we will first discuss the description of the respondents in this study. Respondents consisted of 47 sub-district employees who served at the Payakumbuh Subdistrict Office, West Sumatra, Limapuluh Kota Regency. This analysis includes aspects of the respondent's identity, such as gender, age, education level and employment status. Data regarding the gender of respondents shows a balanced distribution of men and women, while the ages of respondents are spread across various age ranges reflecting the diversity in the research group. Overall, respondents' educational levels varied from high school graduates to tertiary education, reflecting the varying levels of education among subdistrict employees. Apart from that, the analysis also includes the employment status of respondents, which includes various levels of positions at the Payakumbuh Subdistrict Office, West Sumatra, Limapuluh Kota Regency. By understanding the identity description of respondents, researchers can gain deeper insight into the characteristics of the sample group that is the focus of the research.

Table 1 Characteristics of Respondents

Demographics	Category	Frequency	(%)
Gender	Male	28	59,6%
	Female	19	40,4%

Age	20-25 Years	8	17%
	26-30 Years	24	51,1%
	31-40 Years	15	31,9%

Education	Senior High School	24	51,1%
	Diploma	9	19,1%
	S1 Undergraduate Degree	12	25,5%
	S2 Masters Degree	2	4,3%

Work Period	1-5 Years	8	17%
	6-10 Years	33	70,2%
	>10 Years	6	12,8%

Source: Primary Data Processed 2023

Based on the data, it appears that employees at the Payakumbuh Subdistrict Office, West Sumatra, Limapuluh Kota Regency, are dominated by men, reaching 59.6%, while only 40.4% are women. This indicates a higher level of male representation in the office, perhaps due to the higher employment rate in that place. The age range of employees shows that the majority are in the range of 30-39 years, reaching 51.1%, indicating a preference for workers of productive age. Analysis based on length of service shows that the majority of employees have worked for 6-10 years, reaching 70.2%, which can influence the morale and performance of employees in the office. In terms of education, the majority of employees have a high school educational background, reaching 51.1%, which shows the dominance of this education in the educational structure of employees in the office.

4.2 Analysis of Respondent Responses

Table 2 Respondents' Responses Based on Variables

Variable	Statement	Total Score	The Highest Score	The Lowest Score
Employee Performance	10	1802	194	171
Competency	10	1790	193	171
Work Motivation	10	1775	190	170

Source: Primary Data Processed 2023

Based on this table, the total score for the Employee Performance variable at the Payakumbuh Subdistrict Office, West Sumatra, Limapuluh Kota Regency is 1.802. The score is in the scale range of 1,974 - 1,598, which is included in the "agree" category. This shows that respondents think they feel an increase in productivity at work, as well as their contribution to supporting the progress of the Payakumbuh Subdistrict Office, West Sumatra, Limapuluh Kota Regency.

Furthermore, the total score for the Competency variable at the Subdistrict Office is 1,790. This score is also in the scale range of 1,974 - 1,598, which is in the "agree" category. This shows that respondents feel that they have adequate competence, which contributes to improving the quality of work at the Payakumbuh Subdistrict Office, West Sumatra, Limapuluh Kota Regency. Finally, the total score for the Work Motivation variable in the office is 1.775. This score is also in the scale range of 1,974 - 1,598, which is in the "agree" category. This indicates that respondents feel motivated in their work, which has an impact on increasing their work results.

4.3 Hypothesis testing

Table 3 Hypothesis Testing

	Original sampel (0)	Sampel Mean(M)	Standard Deviation (STDEV)	T Statistics (IO/STDEV)	P Values
Competency → Employee Performance	0.560	0.566	0.147	3.818	0.000
Work Motivation → Employee Performance	0.398	0.395	0.147	2.703	0.000

Source: Smart PLS 3.0 2023 Processed Data

The results of the hypothesis test show that there is a positive and significant influence between Competency (X1) on Employee Performance (Y) in the Payakumbuh District Office, West Sumatra, Limapuluh Kota Regency. This is indicated by the original sample value of 0.560 which illustrates the strength of the relationship between the Competency and Employee Performance variables. Apart from that, the t-statistic value is 3.818 which exceeds the critical value of 1.96, as well as the p-value of 0.000 which is smaller than the alpha level of 0.05, supported by the calculated t-value (3.818) which is greater than the t-table value (1.673), it is confirmed that the relationship between Competency (X1) and Employee Performance (Y) is significant. Furthermore, the results of the hypothesis test on Work Motivation (X2) on Employee Performance (Y) at the Payakumbuh Subdistrict Office, West Sumatra, Limapuluh Kota Regency are the same. The original sample value of 0.398 shows the strength of the relationship between the Work Motivation and Employee Performance variables. Furthermore, the t-statistic value of 2.703 which exceeds the critical value of 1.96, as well as the p-value of 0.000 which is smaller than the alpha level of 0.05, is reinforced by the calculated t-value (2.703) which is greater than the t-table value (1.673) confirms the significance of the relationship between Work Motivation (X2) and Employee Performance (Y). Thus, it can be concluded that both Competency (X1) and Work Motivation (X2) have a positive and significant influence on Employee Performance (Y) at the Payakumbuh West Sumatra District Head Office, Limapuluh Kota Regency. This shows the importance

of developing employee competence and work motivation in improving performance in this environment.

4.4 The Influence of Competency on Employee Performance

Hypothesis testing resulted in the statement that the hypothesis in this study reads "Competence Influences the Performance of Employees at the Payakumbuh Sub-district Office, West Sumatra, Fifty Cities Regency". So the hypothesis is accepted and can prove the truth of the Competency variable having a positive effect on employee performance. This is because the estimated value shown is positive, namely the t-statistic value of 3.818 with a probability of $0.000 < 0.05$. Thus it can be concluded that high competence will provide high employee performance. This statement is in accordance with that made by Mulang (2023) who said that competence has a positive effect on employee performance. From the description and results of related research, it can be concluded that competence has a very positive impact on the performance of employees at the Payakumbuh Subdistrict Office, West Sumatra, Limapuluh Kota Regency. Increasing the competence of the Payakumbuh Subdistrict Office, West Sumatra, Limapuluh Kota Regency, employees feel happy about their career at the Payakumbuh Subdistrict Office, and employees also feel a high level of ownership towards the Payakumbuh Subdistrict Office, employees feel proud to work at the Payakumbuh Subdistrict Office.

4.5 The Influence of Work Motivation on Employee Performance

The work motivation variable has been proven to have a positive and significant influence on employee performance. This is based on valid t-statistics and p-values, indicating that this relationship has been accepted statistically. Although some respondents gave answers in the low category or disagreed, such as the indicator "I get praise for the work done" with a score of 170, this is not significant enough to reduce the positive impact of Work Motivation on employee performance. However, this is still an area that can be improved so that this problem can be overcome in the future. The results of this research are consistent with the findings in research (Yuningsih, 2019). This research also shows that good work motivation provided by the office to its employees can improve employee performance. Thus, it can be concluded that increasing employee work motivation can contribute positively to improving employee performance at the Payakumbuh Subdistrict Office, West Sumatra, Limapuluh Kota Regency, in accordance with the findings contained in previous literature.

4.6 The Influence of Competency and Work Motivation on Employee Performance

Based on the results of partial and simultaneous hypothesis testing, it was found that Competence (X1) and Work Motivation (X2) have a significant influence on Employee Performance (Y) at the Payakumbuh West Sumatra District Head Office, Limapuluh Kota Regency. This is evident from the t-statistics and p-values which show statistical significance, as well as the Adjusted R Square value of 0.562, this shows that Competence (X1) and Work Motivation (X2) on Employee Performance (Y) have an influence of 56, 2% and the remaining 45.3% ($100 - 43.8\%$) is explained by other variables outside this research. Competence and Work Motivation are able to explain variations in employee performance together.

The research results Sutedjo and Mangkunegara (2013) show that partially and simultaneously, the Competence and Work Motivation variables have a positive and significant influence on Employee Performance, different from the research results Rosmaini and Tanjung (2019) that the research results show partially competence and motivation work has a positive and insignificant influence on employee performance. Thus, it can be concluded that increasing employee competency and work motivation can contribute positively to employee performance at the Payakumbuh Subdistrict Office, West Sumatra, Limapuluh Kota Regency.

5. Conclusion

Based on research on employees of the Payakumbuh Subdistrict Office, West Sumatra, Limapuluh Kota Regency, it can be concluded that Competence and Work Motivation have a positive and significant effect on Employee Performance. Increasing competence and work motivation has a significant positive impact on employee performance. Based on the research conclusions, several suggestions can be proposed to improve employee performance at the Payakumbuh District Head Office, West Sumatra.

First, regarding the Competency variable, there is a need to improve the ability to formulate problems so that employees can better identify every problem in their work environment. Second, related to the Work Motivation variable, it is recommended that sub-district office leaders be more active in providing motivation to employees, including giving praise for work completed to increase their motivation at work. Third, related to the Employee Performance variable, it is important for employees to be more open in sharing ideas and ideas that can improve the performance of the sub-district office in order to achieve better service targets. Apart from that, for further research, it is hoped that this research can be developed by adding other variables, both as independent and intervening variables, which might influence employee performance at the Payakumbuh District Head Office, West Sumatra. In this way, a more holistic understanding of the factors that influence employee performance can be obtained and provides a stronger basis for developing appropriate strategies and policies to improve employee performance in this environment.

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