

THE IMPACT OF HUMAN RESOURCE COMPETENCY AND MOTIVATION ON EMPLOYEE PERFORMANCE AT PTPN V TANJUNG MEDAN OIL PALM PLANTATIONS

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Abstract

The issue in this examination is that there is as yet an absence of inspiration at PTPN V oil palm estates and an absence of consciousness of the significance of focusing on mentalities and connections in an individual's human asset skill at PTPN V Tanjung Medan oil palm manors, Pujud Rokan Hilir Region. This sort of exploration utilizes quantitative examination. The population in this study was 100 workers, with an example of 100 representatives. The testing strategy in this exploration utilized immersed examination. Information handling involving SPSS Variant 22 for Windows. Through an information investigation utilizing different straight relapses, the accompanying outcomes were obtained. The consequences of the fractional test (t test) on the human asset capability variable are $t_{count} 3.109 > t_{table} 2.129$, and that implies that there is a positive and critical impact on the presentation of workers at PTPN V oil palm estates. In the mean time for the motivation variable, the aftereffects of the fractional test (t test) are $t_{count} 1.936 < t_{table} 2.129$. Sig. $0.00 < 0.05$ really intends that there is an impact of inspiration on the exhibition of PTPN V representatives on oil palm ranches. In light of the concurrent experimental outcomes, the F_{count} esteem is 15.108 while the F_{table} is 2.81 ($15.108 > 2.81$) while the importance level is more modest than 0.05, in particular ($0.00 < 0.05$), and that implies there is a huge positive impact between the impact of essential human ability and inspiration on representative execution. In light of the coefficient of assurance test, the changed R^2 square worth was 0.463 (46.3%). This implies that the capacity of the free factor in this study impacts the dependent variable by 46.3%, while the excess 53.7% can be made sense of by factors other than the autonomous variable.

INTRODUCTION

In today's competitive business environment, the performance of employees is a critical factor that determines the success and sustainability of any organization. This is particularly true in the agricultural sector, where efficiency and productivity directly impact profitability. At PTPN V Tanjung Medan Oil Palm Plantations, a major player in the palm oil industry, the importance of human resource management

cannot be overstated. This study examines the impact of human resource competency and motivation on employee performance at PTPN V Tanjung Medan Oil Palm Plantations. Human resource competency refers to the skills, knowledge, and abilities that employees possess, which enable them to perform their tasks effectively. Motivation, on the other hand, is the internal drive that influences employees to achieve their goals and perform at their best.

The relationship between human resource competency, motivation, and employee performance is a critical area of focus for organizations aiming to enhance their overall productivity. Understanding this relationship can provide valuable insights into how to better manage and develop the workforce to achieve optimal results. This research aims to explore how the competencies of the human resources and their levels of motivation contribute to the performance outcomes at PTPN V Tanjung Medan Oil Palm Plantations. By analysing these factors, the study seeks to identify key areas for improvement and propose strategies that can enhance employee performance, thereby contributing to the overall success of the plantation.

Each organization is shaped to accomplish specific objectives, and just when they are accomplished, could it at any point be supposed to find lasting success? To make progress, able HR is required. Hence, capabilities become extremely valuable to assist associations with working on their presentations. Ability is extremely vital in each HR cycle (Safa'ah, 2019). Capability-based HR can expand, limit and fabricate the groundwork of an organization since, in such a case, individuals who work in an association have the right capabilities as per the requests of their work; at that point, they will be proficient both concerning information, abilities and mental and useful persons (Nuryanto et al., 2017). Capability is the capacity to do or complete a task or errand that depends on abilities and information and is upheld by the work mentalities expected by the gig (Prayogi et al., 2019). Subsequently, capability shows abilities and information that are described by impressive skill in a specific field as the most significant or unrivalled in that field.

LITERATURE RIVIEW

Capability-based HR advancement is completed to furnish results that are as per the association's objectives and targets with foreordained execution guidelines (Septiani, 2017). Capability concerns the power of every person to do assignments or pursue choices as per their job in the association, which is applicable to their abilities, information and capacities. The capabilities moved by individual representatives should have the option to help the execution of hierarchical procedures and have the option to help any progressions made by the executives; all in all, the skills moved by people can uphold a group-based work framework (Habiburrahman & Zhavira, 2021). Deciding capability levels in view of HR is required to know the normal degree of accomplishment or execution in the great or normal classification (Lumanauw, 2022). Deciding the necessary skills can obviously be utilized as a reason for assessing work execution. Capability generally contains points or targets, which are thought processes or characteristics that cause an activity or get an outcome, to be specific, representative execution (Murniyanti, 2014).

PTPN V Palm Oil Manors is a specialty unit whose approach to working is basically the same as that of other PTPNs. In spite of this, PTPN V oil palm manors have their own piece of the pie, to be specific, little networks. PTPN V palm oil ranches gather assets from the local area, which are then dispersed through support fully intent on permitting the cash to develop. The consequences of this funding will be conveyed to workers and individuals, which is frequently known as benefit sharing. The undeniably aggressive contest right now requires PTPN V palm oil managers to have the option to further develop representative execution in addressing the requirement for excellent administration. In this way, PTPN V oil palm estates can contend. One angle that can uphold a representative outcome in making work progress is skill. This is upheld by (Ainanur & Tirtayasa, 2018) perspective, which expresses that skill is exceptionally valuable for assisting associations with creating an elite exhibition culture; aside from that capability, it is a singular trademark that underlies execution or conduct in the working environment.

Worker skill can produce results that are as per the objectives and targets of the establishment with foreordained execution norms. Capability concerns the power of every person to complete errands or

pursue choices as per their part in the significant establishment with their abilities, information and capacities (Fitriani et al., 2020). Accomplishment inspiration is a support with the qualities of somebody working really hard and superior execution. The requirement for high accomplishment is an urge that emerges in an individual to endeavour to accomplish foreordained targets, strive to make progress, and genuinely want to show improvement over previously. Representatives with high inspiration for accomplishment truly like difficulties, try to face challenges, can assume liability and appreciate really buckling down (Yusuf, 2014). This drive will create a requirement for accomplishment in representatives who separate them from others, since they generally maintain that should improve. In light of involvement and expectation of wonderful outcomes and assuming that past accomplishments are viewed as great, workers like to take part in accomplishment conduct. Then again, on the off chance that workers have been rebuffed for encountering disappointment, sensations of dread of disappointment will create and make a desire to stay away from disappointment (Salmi, 2019).

Execution is the aftereffect of work in quality and amount accomplished by representatives in their capacity to complete undertakings as per the obligations given to them by their bosses. Aside from that, execution can likewise be deciphered as an individual's outcomes and endeavours that are accomplished through capacities and activities in specific circumstances. In the meantime, as per Galuh, "representative execution is the consequence of work during the period contrasted with different potential outcomes, for instance norms, targets or objectives that have been commonly settled upon" (FEBRU MAULANA, 2021). Execution is every individual's liability regarding their work; it characterizes work assumptions and gives a system for bosses and laborers to speak with one another. (Posuma, 2013). Execution is the consequence of work as far as quality and amount accomplished by a representative in completing his obligations as per the obligations given to him (Ayer et al., 2016). As indicated by (Tjahyanti & Chairunnisa, 2020), capability is a person's capacity to do a task accurately and have greatness in light of issues connected with information, abilities and demeanour. As per (Rohida, 2018), capability is the capacity, information and abilities, mentalities, values, conduct and qualities of a necessary individual to do specific work with an ideal degree of progress. As per (Rosmajudi, 2021), capability is the information, abilities and capacities moved by an individual, which become part of him, with the goal that he can complete specific mental, affectional and psychomotor ways of behaving. As per (Safwan & Abdullah, 2014), he additionally said that capability is the essential premise of individuals' qualities. What's more, it demonstrates an approach to acting or thinking, balancing what is going on, and supporting it over a critical timeframe.

RESEARCH METHODS

As per (Sugiyono, 2016b), the populace is a summed-up region comprising items or subjects that have specific characteristics not set in stone by scientists so they can be examined and ends drawn. In this review, the populace was all workers at PTPN V oil palm estate in Tanjung Medan Area. Pujud Rokan Hilir, where all creation representatives' number 100 individuals. As per (Sugiyono, 2017), the example is important for the number and attributes of the populace. Assuming the populace is enormous and it is beyond the realm of possibilities for analysts to concentrate on everything in the populace, for instance, because of restricted assets, faculty and time, then, at that point, specialists can utilize tests taken from that populace. The testing method in this examination is soaked testing. As per (Sugiyono, 2013), "immersed examining is an example of an assurance procedure when all individuals from the populace are utilized as tests. One more term for soaked inspecting is evaluation." In light of the definition, the example taken at PTPN V Tanjung Medan oil palm manor, Pujud Rokan Hilir Area, was 100 workers.

The legitimacy test is completed to decide the degree to which the estimating instrument arranged is fit for estimating the markers to be estimated, and it is broken down by involving the estimating instrument in this exploration involving the Masrum standard in (Sugiyono, 2016a), as the base necessity to be considered qualified is $r = 0.444$ (for $n = 100$ individuals). To acquire the total unwavering quality of the estimating instrument or the dependability of the instrument from the survey, the relationship coefficient is looked for and placed into the Spearman Earthy-coloured recipe.

Questionnaire: A structured questionnaire will be developed to collect data on human resource competency, motivation, and perceived employee performance. The questionnaire will include validated scales and items adapted to the context of PTPN V Tanjung Medan Oil Palm Plantations. Interviews: In-depth interviews with a subset of employees and managers may be conducted to gain qualitative insights into specific aspects related to competency, motivation, and performance.

RESULT AND DISCUSSION

Nusantara V Estate Confined Association (PTPN V) SEI Rokan Farm is a work unit managed by PTPN V Riau with the help of BUMN. PT Perkebunan Nusantara V is a state-guaranteed association working in the estate region. It was laid out on Walk 11 of 1996 in light of the association of the PTP II, PTP IV and PTP V improvement domains in Riau Region. In reality, the association started chipping away on April 9, 1996, with its managerial focus in Pekanbaru. This association has a couple of estates, units, plants and clinical facilities, which are arranged all through Riau Domain. The association's legal reason is settled, considering Republic of Indonesia Informal Regulation No. 10 of 1996 concerning Capital Stores of the Republic of Indonesia for the Underpinning of the Association, PT. Perkebunan Nusantara V. The association's articles of alliance were drawn up before Open Bookkeeper Harun Kamil through RI Deed No. C2-8333H,T. 01. 1996, and have been proclaimed in the State Paper of the Republic of Indonesia No. 8565/1996. The association's articles of connection have gone through changes, most recently with the notarial deed Sri Rahayu Hadi Prasetyo, SH No. 01/2002, dated October 1, 2002. This association has gotten underwriting from the Cleric of Value and Normal Opportunities of the Republic of Indonesia through Proclamation No. c2-0923 H.T.01.04 TAHUN 2002 dated October 28, 2002, and has been accounted for in the Republic of Indonesia State Paper No. 72 dated September 19, 2003 and additional RI State Periodical No. 8785/2003.

Validity and Reliability Test

The legitimacy test was completed using the SPSS program (Imam Ghozali, 2018). "In testing a review, it is enthusiastically prescribed that the quantity of respondents to be tried be something like 100 representatives." Legitimate and solid instruments are an outright prerequisite to getting substantial and dependable exploration results (Sugiyono, 2016b). A poll is proclaimed legitimate if the inquiries or proclamations in the survey can uncover something that the survey will gauge. The legitimacy test is determined by contrasting the determined r (amended thing complete connection) with the r table worth. In the event that r count $>$ r table and the worth acquired is positive, each question is proclaimed legitimate (Imam Ghozali, 2018). So, in this exploration, it was tried on 100 workers. By utilizing 100 respondents, the r table worth can be gotten through the Pearson item second r table with df (level of opportunity) = $n-2$; at that point, $df = 100-2 = 98$. So, the value of the r table is 0.2199.

Table 1. Validity Test of Human Resources Competency Variables (X1)

| Item | <i>Corrected Item – Total Corelation</i> | r table | Conclusion |
|-------|--|-----------|------------|
| X1.1 | 0.554 | 0.2199 | Valid |
| X1.2 | 0.728 | 0.2199 | Valid |
| X1.3 | 0.454 | 0.2199 | Valid |
| X1.4 | 0.467 | 0.2199 | Valid |
| X1.5 | 0.715 | 0.2199 | Valid |
| X1.6 | 0.454 | 0.2199 | Valid |
| X1.7 | 0.728 | 0.2199 | Valid |
| X1.8 | 0.454 | 0.2199 | Valid |
| X1.9 | 0.467 | 0.2199 | Valid |
| X1.10 | 0.715 | 0.2199 | Valid |

The aftereffects of information handling show that each question for each exploration variable contained in the poll is pronounced legitimate, on the grounds that all determined r values are > the table r esteem = 0.2199 and are fit to be appropriated to respondents during field research.

Table 2 Motivational Variable Validity Test (X2)

| Item | <i>Corrected Item – Total Corelation</i> | r table | Conclusion |
|-------|--|---------|------------|
| X2.1 | 0.426 | 0.2199 | Valid |
| X2.2 | 0.619 | 0.2199 | Valid |
| X2.3 | 0.538 | 0.2199 | Valid |
| X2.4 | 0.637 | 0.2199 | Valid |
| X2.5 | 0.554 | 0.2199 | Valid |
| X2.6 | 0.728 | 0.2199 | Valid |
| X2.7 | 0.601 | 0.2199 | Valid |
| X2.8 | 0.619 | 0.2199 | Valid |
| X2.9 | 0.538 | 0.2199 | Valid |
| X2.10 | 0.637 | 0.2199 | Valid |

The aftereffects of information handling show that each question for each exploration variable contained in the poll is pronounced legitimate, on the grounds that all determined r values are > the table r esteem = 0.2199 and are fit to be appropriated to respondents during field research.

Table 3 Validity Test of Employee Performance Variables (Y)

| Item | <i>Corrected Item – Total Corelation</i> | r table | Conclusion |
|------|--|---------|------------|
| Y.1 | 0.562 | 0.2199 | Valid |
| Y.2 | 0.603 | 0.2199 | Valid |
| Y.3 | 0.404 | 0.2199 | Valid |
| Y.4 | 0.623 | 0.2199 | Valid |
| Y.5 | 0.584 | 0.2199 | Valid |
| Y.6 | 0.562 | 0.2199 | Valid |
| Y.7 | 0.404 | 0.2199 | Valid |
| Y.8 | 0.584 | 0.2199 | Valid |
| Y.9 | 0.404 | 0.2199 | Valid |
| Y.10 | 0.623 | 0.2199 | Valid |

The aftereffects of information handling show that each question for each exploration variable contained in the poll is pronounced legitimate, on the grounds that all determined r values are > the table r esteem = 0.2199 and are fit to be appropriated to respondents during field research.

A dependability test is a file that shows the degree to which an estimating instrument can be relied upon or solidified. As per (Arikunto, 2019), questions that have been declared legitimate in the legitimacy test will be viewed as solid, utilizing the accompanying rules:

Table 4 Reliability Test on Variables

| Item | Cronbach's alpha | Raoft Alpha | Conclusion |
|------|------------------|-------------|------------|
| X1 | 0.791 | < 0.6 | Reliabel |
| X2 | 0.759 | < 0.6 | Reliabel |
| Y | 0.779 | < 0.6 | Reliabel |

From the consequences of information handling, it was observed that the general worth of each Cronbach's alpha variable was > 0.6, so the built explanations in the survey were proclaimed dependable with an elevated degree of dependability.

Hypothesis testing

The t test was carried out to partially test the independent variance consisting of the variables human resource competency (X1) and motivation (X2), which have a significant influence on the dependent variable (Y) in the form of employee performance. The hypothetical regression model used is as follows: Ha: b1 = b2 = 0, which means that the partial independent variable consisting of human resource competency (X1) and motivation (X2) variables has a significant influence on the dependent variable (Y) in the form of employee performance.

Table 5 t test results

| Model | | Unstandardized | | Unstandardized Coefficients | | |
|-------|---------------|----------------|------------|-----------------------------|-------|------|
| | | B | Std. Error | Beta | t | Sig. |
| 1. | (Constant) | .127 | .682 | | -.187 | .853 |
| | HR Competency | .389 | .125 | .355 | 3.109 | .003 |
| | Motivation | .257 | .132 | .216 | 1.936 | .059 |

The t-determined worth of the human asset ability variable (X1) is 0.389 and is critical at 0.003. The speculation Ho is dismissed and Ha is acknowledged on the grounds that tcount > ttable (0.389 < 3.109) and the sig esteem < 0.05, so it very well may be presumed that the human asset skill variable (X1) essentially affects representative execution (Y). The t-determined worth of the inspiration variable (X2) is 0.257 and is critical at 0.059. The speculation Ha is acknowledged and Ho is dismissed, in light of the fact that thutung < ttable (0.257 < 1.936) and sig esteem > 0.05, so it very well may be presumed that the inspiration variable (X2) affects worker execution (Y). A steady of 0.127 implies that, despite the fact that the free factor has a worth of nothing, the worker execution esteem stays at 0.127. In view of the t test yield results, the relapse condition is: $Y = a + b1 X1 + b2 X2 + e$ $Y = -0.127 + 0.389 X1 + 0.257 X2 + e$

The F test (synchronous test) is done to see together the positive and critical impact or relationship of the autonomous factors (X1, X2) as human asset ability and inspiration and the dependent variable (Y) as worker execution. The speculation model utilized in the F test is as per the following:

Table 6 ANOVA F Test Results

| Model | | Sum Of Square | Df | Mean Square | F | Sig |
|-------|------------|---------------|----|-------------|--------|-------------------|
| 1 | Regression | 9.489 | 3 | 3.163 | 15.108 | .000 ^b |
| | Residual | 9.631 | 46 | .209 | | |
| | Total | 19.120 | 49 | | | |

The aftereffects of the ANOVA test utilizing the F test in the table above show the F esteem with Sig 0.000. By thoroughly searching in the F table, with df1 = 3 and df2 = 46, the F esteem got with the Fcount condition is more prominent than Ftable (15,108 > 2.81) with a Sig worth of 0.000, which implies it is more modest than alpha (0.000 < 0.05), then, at that point, the end is Ho dismissed and Ha acknowledged, and that implies that the autonomous variable comprises of human asset skill (X1) and inspiration (X2) all the while impacting the dependent variable (Y) representative execution. The primary segment of the ANOVA test, in particular the relapse section, is the amount of the squares of the fluctuation delivered by the relapse condition model, which is 9,489, while the subsequent segment, specifically the remaining, is the amount of the squares of the change that isn't created by the relapse condition model, which is 9,631.

DISCUSSION

In light of the consequences of the examination above, human asset capability affects worker execution at PTPN V Tanjung Palm Oil Manor, Medan Area. Pujud Area. Lower Rokan. Acquired tcount 3.109 > ttable 2.129. Furthermore, it has a critical number of 0.000 < 0.05, meaning Ho is dismissed and Ha is acknowledged, which shows that there is a negative and huge impact of human asset skill on the presentation of workers at PT PLN Persero. The following variable that impacts representative execution in this exploration is human asset skill. Capability is a person's capacity to do a task accurately and have greatness in view of issues connected with information, abilities and disposition. getting individuals or workers ready to take on higher obligations in an association or organization. Capability is the capacity to complete errands or work in view of information, abilities and perspectives that are individual qualities. HR is a vital element that can't be isolated from an association, whether institutional or an organization. HR is likewise the key that decides the organization's turn of events. Fundamentally, HR are people who are utilized in an association as movers, masterminds and organizers to accomplish the association's objectives.

In light of the consequences of the exploration above, inspiration for worker execution at PTPN V Tanjung Medan oil palm ranches, Kec. Pujud Area. Lower Rokan. Gotten tcount 1.936 < ttable 2.129, and has a critical number of 0.000 < 0.05 importance. Ho is dismissed and Ha is acknowledged, which shows that there is somewhat of a positive and huge impact of inspiration on the exhibition of PTPN V oil palm ranch workers. There are 10 (five) proclamation things that depict PTPN V's inspiration for the Tanjung Medan oil palm ranch.

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CONCLUSION

From the aftereffects of this exploration, it was found that human asset ability impacts representative execution. This implies that the greater the ability of HR, the greater the worker execution at PTPV V Tanjung Palm Oil Manor, Medan Region. Pujud Area. Rokan Hilir in regards to the work completed. Similarly, inspiration impacts worker execution. This means that, with great inspiration, the representative's presentation will be great and produce the most extreme outcomes. Besides, human asset capability and inspiration impact worker execution. This implies that together, human asset capability and inspiration truly affect worker execution

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