

# The Influence of Motivation and Competence on the Employees Performance of BPS in Pangkalpinang and South Bangka Regency

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## Abstract

This study aims to analyze the influence and competence on the employees performance of Central Statistics Agency (*BPS*) in Pangkalpinang City and South Bangka Regency. This type of research is quantitative research. The object of research was the employees of *BPS* Pangkalpinang City and *BPS* South Bangka Regency with total population 40 people. The analytical tools used in this research were: frequency analysis, descriptive analysis, validity test, reliability test, hypothesis testing, regression analysis, and coefficient of determination. The results of this study indicated that motivation and competence have a significant effect on the employees performance of *BPS* Pangkalpinang City and *BPS* South Bangka Regency, either partially or simultaneously. The value of the coefficient determination ( $R^2$ ) is 0.811, meaning that 81.1% of the employees performance of *BPS* Pangkalpinang City and South Bangka Regency was influenced by motivation and competence variables, while the remaining 18.9 % was influenced by other variables.

*Keywords:* Motivation; Competence; Employee Performance

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## 1. Introduction

Organizations must be able to utilize all existing resources. The most instrumental in achieving organizational goals is human resources (Mangkunegara, 2017). The success or failure of an organization mostly depends on the ability of human resources to carry out their duties and functions in the organization. Human resources is the ability to interact between thinking of knowledge and experience with physical power, namely the skills possessed by each individual human being. Human resources is a process carried out starting from planning, organizing, implementing and supervising the procurement, development, provision of services, integration, and maintenance as well as separating manpower in order to achieve organizational goals (Luar *et al.*, 2016).

The Central Statistics Agency is a Non-Ministerial Government Institution mandated in Law Number 16 of 1997 concerning statistics and is directly responsible to the President. The statistical data and information generated by *BPS* will later be used as reference material to compile planning, evaluate decisions, and formulate policies. Then, the availability of fast, quality, and timely statistical data and information is something that must be considered by *BPS* as a data provider in line with the increasing demands of stakeholders as data users (BPS-Statistics Indonesia, 2021). In order to produce the right policy, the data used as the basis for making decisions must also be of high quality. Therefore, efforts to improve the quality of data produced by *BPS* demand an increase in the performance of *BPS* agencies as data providers (BPS, 2021).

Good employee performance indirectly affects organizational performance. Moreover, performance itself has a variety of meanings from various experts, but still has similar meanings in general. Performance can be in the form of work results achieved both in quantity and quality (Adi *et al.*, 2019). Quality of work is also an action that is not done and what is done by the employees (Kristianti *et al.*, 2021). Performance refers to the actions and behaviors of a person in an organization. Performance is the result of work that can be achieved by a person in an organization both quantitatively and qualitatively, in accordance with their respective authorities and responsibilities, in an effort to

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achieve the goals of the organization concerned legally, not violating the law and in accordance with morals and ethics (Suwarto, 2022).

The results of the evaluation of the Government Agency Performance Accountability System (*SAKIP*) of *BPS* Pangkalpinang City in 2020 showed 58.82 % and 62.49 % in 2021, while for *BPS* South Bangka Regency in 2020 was 58.76% and in 2021 was 60.64 %. This shows that the achievement of the performance accountability level is still not optimal in achieving its performance. The problem that occurs is the low morale so that the performance targets that have been set at the beginning of the year are not achieved. In addition, based on the recap of employee attendance, incidents of delays and quick return of employees are still quite common. In 2021, there were 147 incidents of arriving late and 59 incidents of returning early.

In improving performance, motivation is needed to direct and encourage in carrying out tasks properly, so that the goals of the organization are achieved and prevent obstacles, mistakes and failures at work (Mastanora & Deswita, 2021). Work motivation can certainly be shown discipline in work so that employees are more diligent, enterprising, and enthusiastic to do a job that is their duty and responsibility. Motivation has an influence on employee performance, with the high motivation, it will encourage employees to work well to produce optimal performance (Mastanora & Deswita, 2021).

Work motivation is very important in an organization (Pancasila *et al.*, 2020). Once a person is motivated, then he will be compelled to do anything to achieve the goal. Innovation is very important for employees because the higher the motivation at work, the higher the employee's performance will be (Aliyyah *et al.*, 2021). An employee will try to perform as the organization wants if each employee is satisfied and enjoy in their work. Motivation is a state that drives a person to perform certain activities in order to achieve a goal. In addition, motivation can also be interpreted as a skill in directing and encouraging employees to work well so that employee desires and company goals can be achieved (Andriani *et al.*, 2018). Motivation is one of the factors that encourage a person to do something, the driving factor of a person to do a certain activity is generally the needs and desires of that person (Fani & Pawirosumarto, 2017).

In addition, to support the realization of employees professionalism, it requires competency standards both technical and managerial (Utamy *et al.*, 2020). Competence is one of the factors that affect performance. Competence is the main variable that must be possessed by an employee in carrying out his work, so that with his competence, it can help the employee in completing his work well. Competence can be defined as ability, proficiency, or expertise. Competence as a characteristic of a person that can be shown, which includes knowledge, skills and work attitudes, which can result in performance and achievement (Grant & Shandell, 2022).

## **2. Research Method and Materials**

This research types is quantitative research through survey research. The analytical tools used descriptive analysis of the frequency and statistics of each research variable and several statistic tests, namely validity and reliability tests for research questionnaire tests. Then, hypothesis tests were carried out with regression analysis after previously conducting classical assumption tests. This research was carried out at the *BPS* Pangkalpinang City and *BPS* South Bangka Regency. The total population in this study was 43 employees. However, there were two people who occupied high structural positions in the office as leaders and also the writers who were also employees of *BPS* Pangkalpinang City. The total sample in this study was 40 people. Data source was from the researcher collection data sources in the form of primary data and secondary data. Primary data was collected using data collection techniques, namely by the questionnaire method. Meanwhile, secondary data were obtained from the relevant agencies. The results of direct interviews with several employees of *BPS* Pangkalpinang City and *BPS* South Bangka Regency as supporting data, as well as various literature and scientific journals as a basis for research theory. Data collection in this study used a questionnaire using a Likert Scale.

## **3. Results and Discussion**

### *3.1 Research Results*

Validity tests and reliability tests were used to recognize the consistency of measuring instruments and the validity of each questionnaire (Azizi Alimul Hidayat, 2021). In order to obtain accurate calculation results, the calculation was carried out using the SPSS program version 25.

### 3.1.1. Validity Test

This analysis by correlating each item score with the total score, from each question item in the study obtained the results of free variables and bound variables as valid, with the value of  $r_{\text{count}} \geq r_{\text{table}}$ . Based on the results the  $n_{\text{value}} > n_{\text{table}} = 40$  at the level of 0.05 which obtained  $r\text{-table} = 0.312$ . Therefore, all the question items on the questionnaire that have been made was valid or able to reveal something measured by the questionnaire. So, that it can be used for subsequent analysis.

### 3.1.2. Reliability Test

The reliability test was carried out using the *Cronbach Alpha* method to measure and compare correlations between respondents' answers (Yusup, 2018). The questionnaire is stated to be reliable if the *Cronbach Alpha* value was calculated to be greater than 0.60 or if the calculation result is close to 1.00, so the questionnaire can be stated to be feasible to use. Based on calculations, all *Cronbach Alpha* values are above 0.60. So, it can be concluded that the instruments used are *reliable*.

### 3.1.3. Descriptive Analysis

Descriptive analysis was used to analyze the answers given by respondents in each item of the question contained in the questionnaire. Descriptive statistical data of each research variable is presented in the table 1.

**Table 1.** Statistics Descriptive Research Variables

Variable	Dimension	Mean	Standard Deviation	Minimum	Maximum
Motivation	Physiological Needs	4,33	0,69	3,00	5,00
	The Need for a Sense of Peace	3,84	0,62	2,67	5,00
	Social Needs	4,25	0,48	3,00	5,00
	Award Needs	4,02	0,64	2,67	5,00
	The Need for Self-Actualization	4,11	0,66	3,00	5,00
Competence	Knowledge	4,20	0,44	3,40	5,00
	Skills	4,27	0,40	3,40	5,00
	Work Attitude	4,28	0,40	3,60	5,00
Employee Performance	Quality of Work	4,25	0,43	3,25	5,00
	Quantity of Work	4,24	0,53	3,00	5,00
	Reliability Level	4,26	0,49	3,50	5,00
	Work Behavior	4,48	0,45	4,00	5,00

Based on the table 1, the average value of the physiological needs dimension in the motivation variable is 4.33 and the standard deviation is 0.69. The average score of 4.33 can be concluded that almost all employees of *BPS Pangkalpinang City* and *BPS Bangka Selatan Regency* are motivated to work to meet physiological needs, such as clothing, food, and boards. The dimension of the need for a sense of security with an average value of 3.84 can be concluded that the average employee of *BPS Pangkalpinang City* and *BPS Bangka Selatan Regency* is motivated to work because of the guarantee of a sense of security. The dimension of 4.25 social needs averages can be concluded that almost all employees of *BPS Pangkalpinang City* and *BPS Bangka Selatan Regency* are motivated to work because of the attitude of cooperation, mutual help, and getting guidance from superiors. The average value of the award needs dimension of 4.02 can be concluded that almost all employees of *BPS Pangkalpinang City* and *BPS Bangka Selatan Regency* are motivated to work because of the award. Then, in the dimension of self-actualization needs, the average value of 4.11 can be concluded that almost all employees of *BPS Pangkalpinang City* and *BPS Bangka Selatan Regency* are motivated to work because of the freedom of self-actualization, such as creativity and the existence of equal opportunities for employees to take part in training education.

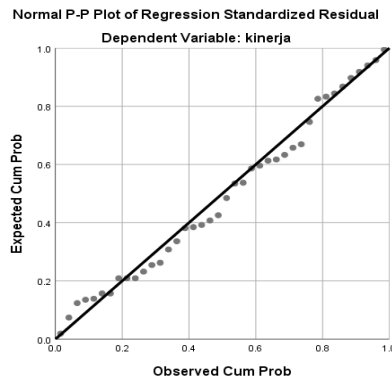
The Competency Variable consists of 3 dimensions, namely knowledge of an average value of 4.20, skills of 4.27, and a work attitude of 4.28. It can be concluded that almost all employees of *BPS Pangkalpinang City* and *BPS Bangka Selatan Regency* at work already have good knowledge, skills, and work attitudes in carrying out work.

Employee performance variables consists of 4 dimensions, the average value of work quality is 4.25, the dimension of work quantity is an average value of 4.24, the dimension of reliability of the average value is 4.26, and work behavior is 4.48. So. it can be concluded that almost all employees of *BPS Pangkalpinang City* and *BPS Bangka Selatan Regency* are responsible for completing work, on time, and able to use work facilities properly.

### 3.1.4. Test Classical Assumptions

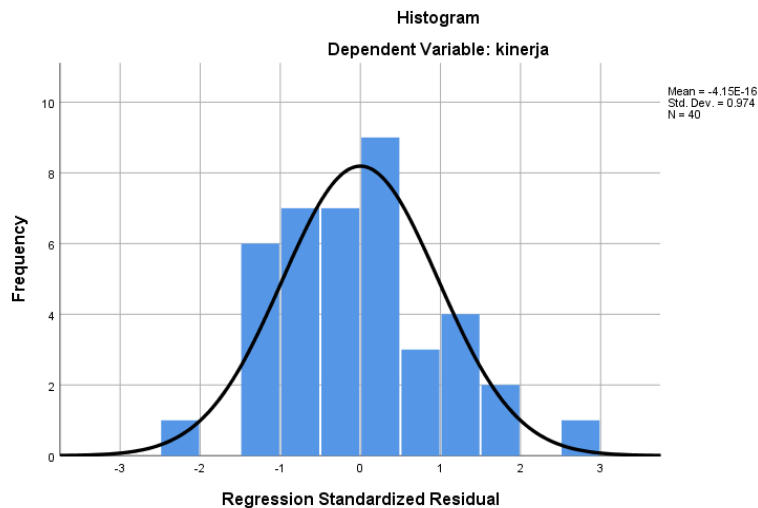
This normality test was carried out to see whether in the regression model the motivation variables, competency variables, and employee performance variables have a normal distribution or not. This normality test was carried out by looking at the *Normal Probability Plot*, if the distribution of data follows a diagonal line, the assumption of normality is acceptable. Here is the *Normal Probability Plot* generated through the SPSS version 25 program:

### 3.1.5. Normality Test



**Figure 1.** Normal Probability Plot

Based on the Figure 1, it can be seen that the distribution of data spreads around the diagonal line and follows the diagonal line, so that the regression model meets the assumption of normality. In addition, the normality test can also be seen through a histogram if the residual distribution data shows a normal distribution or a bell-shaped image. The results of computer processing using the SPSS version 25 program obtained the following histogram:

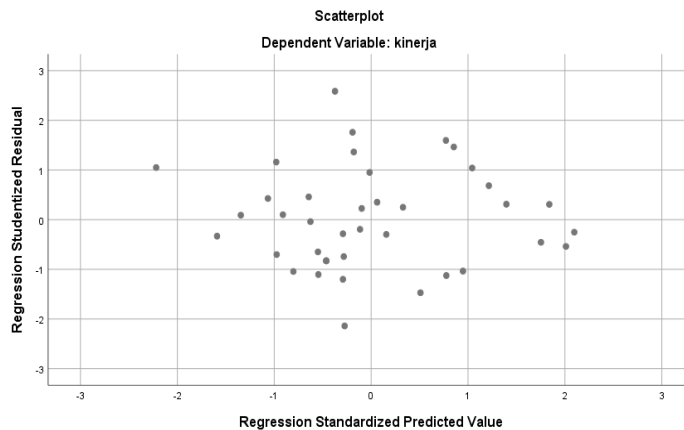


**Figure 2.** Histogram

Based on the figure 2, it can be seen that the histogram output shows a normal distribution pattern or a bell-shaped image for free variables (employee motivation and competence) to bound variables (employee performance), so that the assumption of normality is fulfilled.

### 3.1.6. Heteroscedasticity Test

The heteroscedasticity test can be performed by looking at the *scatter plot* between Regression Standardized Residual (*Sresid*) and Regression Standardized Predicted Value (*Zpred*). A good model is that homoscedasticity occurs or heteroscedasticity does not occur. The results of computer processing using the SPSS version 25 program obtained as follows:



**Figure 3.** Scatterplot

Based on the figure 3, it can be seen that the plot does not show a certain pattern and the points spread so that the regression model is free from heteroscedasticity in this regression model.

**3.1.7. Multicollinearity Test**

The multicollinearity test was used to determine whether there is a strong correlation between the free variables included in the formation of the model. Between the independent variables used, there should be no relationship or correlation. The method used is to look at the value of the VIF (*Variance Inflation Factor*). According to Imam Ghozali (2011:107-108), there is no symptom of multicollinearity if the tolerance value > 0.100 and the VIF value < 10.00. From the results of computer processing using the SPSS version 25 program, it obtained the following VIF values as follows:

**Table 2.** VIF Processing Results

Model	Unstandardized Coefficients		Standardized Coefficients		Collinearity Statistics		
	B	Std. Error	Beta	t	Itself	Tolerance	BRIGHT
1 (Constant)	7.048	4.158		1.695	.098		
Motivation	.393	.110	.482	3.581	.001	.281	3.554
Competence	.413	.122	.455	3.374	.002	.281	3.554

Based on the table 2, VIF values for each dependent variable are obtained, including the motivation variable of 3.554, and the competency variable of 3.554. In accordance with the decision-making criteria that a VIF value obtained is much smaller than 10. Then, this assumption of non-multicollinearity is fulfilled.

From the results of the three classical assumption tests mentioned above, it can be concluded that all assumptions are fulfilled so that the data can be continued to be processed and analyzed through linear regression.

**3.1.8. Hypothesis Test**

Hypothesis testing in this study was carried out partially (*t*-test) and simultaneously (F test). Partial testing (*t*-test) was carried out to determine whether individually the variables of motivation and competence affect employee performance. Then, simultaneous hypothesis testing (F test) is carried out to find out whether the motivation and competence variables together affect employee performance. Here is a breakdown for each of those tests:

**1) Partial Test (*t*-test)**

The test of the influence of motivation and competence variables partially can be seen in the following description:

**a. The effect of motivation variables on employee performance**

To see the influence of motivational variables on employee performance, data processing was carried out using the SPSS version 25 program, the results were obtained as follows:

**Table 3.** Motivation Variable of *t*-test Table ( $X_1$ )

Coefficients <sup>a</sup>						
Model	Unstandardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta	t	Itself.	
1(Constant)	15.277	3.801		4.019	.000	
Motivation	.707	.066	.868	10.761	.000	

a. Dependent Variable: Employee Performance

Based on the calculation of *t*-test,  $t_{count}$  obtained is 10.761 and the sig value is 0.000 while  $t_{table}$  is 2.02619. Because  $t_{count} > t_{table}$  and sig value is smaller than 0.05, motivation has a significant effect on the performance of employees of *BPS* Pangkalpinang City and *BPS* South Bangka Regency. So, the decision is that  $H_0$  is rejected, meaning that the motivational hypothesis has a significant effect on the performance of the *BPS* Pangkalpinang City and the *BPS* South Bangka Regency is accepted.

b. The effect of competency variables on employee performance

To see the influence of competency variables on employee performance, data processing was carried out using the SPSS version 25 program, the results were obtained as follows:

**Table 4.** Competency Variable of *t*-test Table ( $X_2$ )

Coefficients <sup>a</sup>						
Model	Unstandardized Coefficients		Standardized Coefficients			
	B	Std. Error	Beta	t	Itself.	
1(Constant)	6.008	4.750		1.265	.214	
Competence	.784	.074	.863	10.554	.000	

a. Dependent Variable: Employee Performance

From the results of calculating the *t*-test in the table 4, *t* value of 10,554 and a sig value of 0 were obtained 000, while the *t*-table value at the real level of 0.05 is 2.02619. Because  $t_{count} > t_{table}$  and sig value is smaller than 0.05. Competence has a significant effect on the performance of employees of *BPS* Pangkalpinang City and *BPS* South Bangka Regency. So, the decision is that  $H_0$  is rejected, meaning that the employee competency hypothesis has a significant effect on the performance of *BPS* Pangkalpinang City and *BPS* South Bangka Regency is accepted.

2) Simultaneous Test (*F*-Test)

This test was performed to find out whether all the free variables included in the model have an influence together on the bound variables. The results of calculating the *F* test with the SPSS version 25 program can be seen in the following table:

**Table 5.** F Test Table

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Itself.
1	Regression	814.245	2	407.123	79.426	.000 <sup>b</sup>
	Residual	189.655	37	5.126		
	Total	1003.900	39			

a. Dependent Variable: Employee Performance  
 b. Predictors: (Constant), Motivation and Competence

From the results of calculating the *F* test in the table 5, *F* value of 79,426 and <sup>a</sup>sig value of 0 were obtained 000, while the *F* Table value at the real level of 0.05 with  $df_1=2$  and  $df_2=37$  is 3.25. Because  $F_{count} > F_{table}$  and sig value is smaller

than 0.05. Meanwhile, motivation and competence together have a significant effect on the performance of employees of BPS Pangkalpinang City and BPS South Bangka Regency. So, the decision is that  $H_0$  is rejected and the hypothesis of motivation and competence had a significant effect on the performance of BPS Pangkalpinang City and BPS South Bangka Regency employees is accepted.

3.1.10. Multiple Linear Regression Equation

The results of multiple linear regression equations were used to forecast the dependent variable (Y) based on the independent variable (X) in a linear equation. This analysis was used and intended to determine the influence of motivation variables and competency variables on the performance of employees of BPS Pangkalpinang City and BPS South Bangka Regency. The results of processing used the SPSS version 25 program that were obtained as follows:

**Table 6.** Multiple Linear Regression Results Table

Coefficients <sup>a</sup>								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	7,048	4,158		1,695	0,098		
	(Motivasi) X1	0,393	0,110	0,482	3,581	0,001	0,281	3,554
	Kompetensi (X2)	0,413	0,122	0,455	3,374	0,002	0,281	3,554

a. Dependent Variable: (Kinerja) Y

From the table 6, it can be known the multiple linear regression equation as follows:

$$Y = 7.048 + 0.393 X_1 + 0.413 X_2 + e$$

where:

Y = Employee performance

X<sub>1</sub> = Motivation

X<sub>2</sub> = Competence

e = Other factors besides the variables X<sub>1</sub> and X<sub>2</sub> (Epsilon)

From the multiple linear regression equation above, it can be explained that with the value of the coefficient of motivation variables and positive competency variables, these indicate that if motivation and competence increase, employee performance will also increase.

The value of the motivation coefficient variable is 0.393. This shows that if the motivation (X<sub>1</sub>) increases by 1 unit, then the performance (Y) of the employee will also increase by 0.393 units. The coefficient of motivation variables with a positive value indicates that the relationship between motivation (X<sub>1</sub>) and employee performance (Y) has a positive relationship.

For the value of the competency variable coefficient of 0.413, it shows that if the competence (X<sub>2</sub>) increases by 1 unit, then the performance (Y) of employees will also increase by 0.413 units. The coefficient of competency variables with a positive value indicates that the relationship between competence (X<sub>2</sub>) and employee performance (Y) has a positive relationship.

3.1.11. Coefficient of Determination (R<sup>2</sup>)

The value of the coefficient determination was used to find out how much influence the free variable has on the non-free variable. The greater the value of the coefficient of determination, the greater the influence of the free variable on the non-free variable.

**Table 7.** Coefficient of Determination Table (R<sup>2</sup>)  
Motivation and Competence Variables towards Employee Performance

Model Summary <sup>b</sup>						
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate		
1	.901 <sup>a</sup>	0.811	0.801	2.26401		

a. Predictors: (Constant), Motivation, Competence

b. Dependent Variable: Employee Performance

In the table 7, the value of the coefficient of determination ( $R^2$ ) is 0.81, it means that 81.1% of the performance of employees of *BPS Pangkalpinang City* and *BPS South Bangka Regency* was influenced by motivation variables and competency variables simultaneously, while the remaining 18.9% was influenced by other variables.

### 3.2. Discussion

#### 3.2.1. The Effect of Motivation ( $X_1$ ) on Employee Performance ( $Y$ ) of *BPS Pangkalpinang City* and *BPS South Bangka Regency*

Motivation is an impulse that arises from within employees to achieve achievements in carrying out their duties and responsibilities as employees in improving performance. By comparing the  $t_{\text{counts}}$  values in Table 1 and  $t_{\text{tables}}$ , it is known that  $t_{\text{counts}} > t_{\text{tables}}$ ,  $10.761 > 2.02619$ , and sig values is smaller than 0.05. This proves that the  $H_0$  hypothesis is rejected and the alternative hypothesis ( $H_1$ ) is accepted that motivation has a significant effect on the performance of *BPS Pangkalpinang City* Employees and *BPS South Bangka Regency*.

Furthermore, it can be interpreted that 5 (five) dimensions of motivational variables consisting of: 1) Physiological needs, 2) The need for a sense of security, 3) Social needs, 4) The need for awards, and 5) The need for self-actualization. These affects 4 (four) dimensions of employee performance variables, namely: 1) Work quality, 2) Work quantity, 3) Reliability level, and 4) Work behavior.

This fact is in line with the thoughts of experts named Abraham Maslow (in Siswanto 2015) who argues that there are 5 (five) human needs include: *Physiological* needs, namely the most basic needs of humans as living beings. Those needs are the needs of eating, drinking, clothing, shelter, and health. The need for a sense of security (*safety* needs), namely the need for self-protection from a threat or danger. *Social* needs, namely the need to be accepted by the group, interact, and the need to love and be loved. *Esteem* needs, namely a person's need for internal reward factors, such as self-esteem, achievement, as well as external award factors, such as status, recognition, and attention. Last, *Self-actualization* needs, namely a person's need for growth, the achievement of one's potential, and self-fulfillment, the drive to be able to become what is desired.

The results of this study are also in line with the research by Misail As'ad, A. (2020) entitled *The Influence of Motivation and Competence on the Work Productivity of PT. Telkom Property Area IV Makassar* which states that motivation affects organizational performance. In addition, this research also supports the research by Yundika Pradina (2013) which examines the influence of HR motivation and competence on employee performance which states that motivation and HR competence together affect employee performance.

The test results partially indicated that the motivation variable showed a positive and significant effect on employee performance at *BPS Pangkalpinang City* and *BPS South Bangka Regency*. This means that there is a unidirectional relationship between motivation and employee performance in the sense if there is an increase in motivation and performance is also likely to increase.

#### 3.2.2. Effect of Competence ( $X_2$ ) on Employee Performance ( $Y$ ) of *BPS Pangkalpinang City* and *BPS South Bangka Regency*

Competence is the knowledge, skills, and attitudes that employees have in carrying out their duties and responsibilities. By comparing the  $t_{\text{count}}$  values in Table 1 and  $t_{\text{table}}$ , it is known that the  $t_{\text{count}} > t_{\text{table}}$  i.e.,  $10.554 > 2.02619$ , and a sig value is smaller than 0.05. This proves that the  $H_0$  hypothesis is rejected and the alternative hypothesis ( $H_2$ ) is accepted. Competence has a significant effect on the performance of employees of *BPS Pangkalpinang City* and *BPS South Bangka Regency*. Furthermore, the results of the research above can be interpreted that 3 (three) dimensions of competency variables consist of: 1) Knowledge, 2) Skills, 3) Work attitude. These affect 4 (four) dimensions of employee performance variables, namely: 1) Work quality, 2) Quantity of Work, 3) Reliability level, and 4) Work behavior.

This reality is at least in line with the thinking of experts who state that competence as a characteristic of a person that can be shown, which includes knowledge, skills, and work attitudes, that can generate performance and achievements. So that it has a direct effect in the implementation of a job (Handayani & Riyanto, 2021).

The results of the partial test showed that the competency variable had a positive and significant effect on employee performance at *BPS Pangkalpinang City* and *BPS South Bangka Regency*. This means that there is a unidirectional relationship between competence and employee performance in the sense if there is an increase in competence and employee performance is also likely to increase (Handayani & Riyanto, 2021).

### 3.2.3. The Effect of Motivation ( $X_1$ ) and Competence ( $X_2$ ) on Employee Performance (Y) BPS Pangkalpinang City and BPS South Bangka Regency

Based on the results of statistical analysis F in Table 12,  $a_{\text{count}}$  F value of 79.426 and a significance value of 0.000 were obtained. The  $F_{\text{count}}$  result is compared with the  $F_{\text{table}}$  value at a real level of 0.05 which is 3.25. The results show that  $F_{\text{count}} > F_{\text{table}}$  and sig value is smaller than 0.05. So, this proves that the  $H_0$  hypothesis is rejected and the alternative hypothesis ( $H_3$ ) is accepted. It means that motivation ( $X_1$ ) and competence ( $X_2$ ) have a significant effect on employee performance (Y) in BPS Pangkalpinang City and BPS South Bangka Regency. Then, based on the value of the coefficient of determination ( $R^2$ ) which is 0.811, means that 81.1 % of the performance of BPS employees in Pangkalpinang City and BPS of South Bangka Regency is influenced by motivation variables and competency variables simultaneously while the remaining 18.9 % is influenced by other variables.

This fact is in line with establishing performance measures based on four dimensions with interjection, namely: 1) Work quality, including punctuality, accuracy, ability and skills of employees, 2) Work quantity, including fulfilling work standards and routine work is carried out quickly, 3) The level of reliability, including initiative, industriousness and ability to work, and 4) Work behavior, including employee loyalty and responsibility as well as cooperation in the team (Erlianti & Fajrin, 2021; Firmansyah, 2022).

The results of this study are also in line with research by Rosmaini and Tanjung, H. (2019) which analyzed the influence of competence, motivation, and job satisfaction on employee performance. The results showed that the variables of competence and motivation have a positive and significant influence on employee performance.

## 4. Conclusion

The motivation variable showed a positive and significant effect on the employees performance of BPS Pangkalpinang City and BPS South Bangka Regency, so that hypothesis 1 (one) is accepted. This shows that the motivational dimensions in BPS Pangkalpinang City and BPS South Bangka Regency, such as physiological needs, security needs, social needs, appreciation needs, and self-actualization needs on average have fulfilled the standards to be able in improving the employees' performance of BPS Pangkalpinang City and BPS South Bangka Regency. The competency variable has a positive and significant effect on the employees' performance of BPS Pangkalpinang City and BPS South Bangka Regency, so that hypothesis 2 (two) is accepted. Furthermore, this showed that the dimensions of competence possessed by employees of BPS Pangkalpinang City and BPS Bangka Selatan Regency such as knowledge, skills, work attitudes on average have met the standards to be able in improving the employee's performance of BPS Pangkalpinang City and BPS Bangka Selatan Regency. Motivation and competence variables simultaneously have a positive and significant effect on the employee's performance of BPS Pangkalpinang City and BPS South Bangka Regency, so that hypothesis 3 (three) is accepted. This shows that all free variables (motivation and competence) synergize with each other in producing improved employees performance of BPS Pangkalpinang City and BPS South Bangka Regency.

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