THE INFLUENCE OF COMPETENCE AND WORKLOAD ON ASN PERFORMANCE IN THE NORTH SUMATRA ENVIRONMENT AND FORESTRY SERVICE

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Abstract

The North Sumatra LHK Service has a very complex and crucial role. The North Sumatra LHK Service must monitor and maintain forest sustainability, prevent forest encroachment, and support forest and land rehabilitation activities. The performance that occurs in the North Sumatra Forestry and Environment Service is the lack of skills development programs to overcome the lack of competency that employees may have. This condition can cause a decline in performance in the long term. Then, excessive workload for employees is given responsibilities or tasks that exceed their capacity, which results in a decrease in the quality of their performance. This research aims to determine and analyze the influence of competency and workload on ASN performance in the North Sumatra Environment and Forestry Service. The population in this study is the permanent employees of the Environment and Forestry Service of North Sumatra Province, which as of August 2023 are 629 employees. The total sample was 126 employees from the Environment and Forestry Service of North Sumatra Province. The sampling method refers to the simple random sampling technique. The data collection technique in this research is using Multiple Linear Regression Analysis. The results of this research are that competency has a positive and significant effect on ASN performance. Workload has a positive and significant effect on ASN performance.

Keywords: Competency, Workload, ASN Performance

1. INTRODUCTION

The North Sumatra Environment and Forestry Service is a government agency that has a major role in managing forest resources and the natural environment in the North Sumatra region, Indonesia. The North Sumatra LHK Service has a very complex and crucial role. The North Sumatra LHK Service must monitor and maintain forest sustainability, prevent forest encroachment, and support forest and land rehabilitation activities. Apart from that, this service also has the responsibility to reduce damage to forest areas which can endanger the ecosystem. The performance of North Sumatra Environment and Forestry Service employees is a key element in maintaining and improving the quality of management of forest resources and the natural environment in the region. Employee performance includes the extent to which employees are able to carry out their duties and responsibilities effectively and efficiently. High employee performance also means more efficient use of resources. When employees can carry out their duties well, the organization's time and resources can be used more productively.

This means that the Environment and Forestry Service can achieve better results with existing resources, important in the context of wise public financial management. The performance of North Sumatra Environment and Forestry Service employees is closely related to employee competency. Employee competency includes the knowledge, skills, and behavior or morals they have to carry out their duties and responsibilities. Conversely, a lack of competence can be an obstacle in achieving optimal results. Employees with good competencies tend to have a deeper understanding of forestry issues, are able to design more effective solutions, and are better prepared to face challenges that may arise. A deep understanding of employee competency will be a key factor in efforts to improve their performance in protecting and managing natural resources in North Sumatra, where the phenomenon of performance problems that occur in the North Sumatra

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Forestry and Environment Service is a lack of skills development programs to overcome competency deficiencies. that an employee may have this condition can cause a decrease in performance in the long term. Currently, the performance competency problems facing the Environment and Forestry Service involve a lack of understanding of environmental policy, natural resource management skills, or the need to increase awareness of sustainability issues. Training and education can be directed at strengthening technical skills, understanding regulations, and increasing awareness of sustainable practices in forest and environmental management. However, the condition experienced by Environment and Forestry Service employees is that they lack superior competence, which is thought to be caused by the lack of improvement in training and education programs provided to employees. Then, if employees do not have the necessary skills or knowledge to handle their tasks, it can increase workload and reduce performance. In the context of improving the performance of North Sumatra Environment and Forestry Service employees, the role of employee competency is very important.

However, employee performance is not only determined by competency. Another factor that is no less crucial is the workload that is carried. Employee workload has significant implications for the extent to which employees can apply their competencies in carrying out their duties and responsibilities. Therefore, excessive workload for employees is given responsibilities or tasks that exceed their capacity which results in a decrease in the quality of their performance. After analyzing the workload phenomenon that occurs in the North Sumatra LHK Service, there is a lack of employees in certain fields, where a lack of employees can result in employees having to bear additional workload or completing it in an inefficient way. In research by Anita, et al., (2022), the results showed that workload and work stress had a positive relationship with employee performance.

This positive relationship shows that workload and work stress change in the same direction as employee performance. In research by Nyoman, et al., (2022), the results of the research illustrate that competence has a significant positive effect on the quality of financial report presentation, while workload has a significant negative effect on the quality of financial report presentation. Then in Aidil Adha's research, (2022), the results of his research showed that the Competency and Workload variables had a significant positive effect on Employee Performance at PT. PLN ULP Gunung Tua. Therefore, a research gap that can be explored is how employee workload can influence the relationship between competence and performance. Therefore, a research gap that can be explored is how employee workload moderates the influence of competence on their performance. Thus, further research is needed to understand how these factors interact and influence employee performance in a holistic manner and can provide valuable insights for policy makers in designing more effective training strategies, appropriate resource allocation, and sustainable performance management. to increase efficiency and effectiveness in natural resource management.

2. LITERATUR RIVIEW
2.1 Competence

Competence according to Wahyuni & Budiono (2022) is a characteristic that describes human personality in depth and uniquely, used as a predictor of an individual's ability to face certain tasks or situations. Competency reflects a person's ability to apply knowledge and skills effectively in the context of a particular job or task. As a complex attribute, competency not only includes technical aspects and practical skills, but also involves personality dimensions and values that form the basis of individual behavior in the work environment. Competency according to Hidayat (2021) Competency is not just authority or formal authority, but is closer to abilities and capabilities that are applied effectively, resulting in good or even excellent performance. The dimensions of employee competency according to Sugiyanto and Santoso (2018) are as follows: 1. Knowledge, 2. Skills, 3. Understanding.

2.2 Workload

According to Adhisty et al., (2023) Workload is a series or number of activities that must be completed by an organization or leader within a certain time limit. In dealing with workloads, organizations or leaders must also consider the impact on employees or team members. Excessive workload can lead to physical and mental fatigue, reduce productivity, and increase stress levels. According to Nabila, (2022) Workload, as a collection of activities and responsibilities that must be carried out by an organizational unit, has a central role in determining the efficiency and effectiveness of employee performance. A number of tasks given to employees can trigger their inability to achieve maximum work results, especially when the time available is limited. The impact of excessive workload can be felt in reducing productivity and the quality of work produced. In the world of work, there are several dimensions to determine how much work load an employee must bear. Dimensions of workload according to Risambessy (2022), namely: 1. Time Load, 2. Mental Effort Load, 3. Psychological Pressure Load

2.3 Employee Performance

Employee performance reflects the extent to which a person is able to achieve and exceed predetermined standards in carrying out their duties and responsibilities in the work environment. This performance measurement approach involves several key dimensions, such as productivity, work quality, compliance with applicable rules and procedures, and contribution to achieving company goals. Dessler in Evita et al., (2019), defines employee performance as 'a measure of the extent to which employees achieve desired work goals' highlights the essence of goal achievement as the core of performance assessment. The definition of employee performance by Cascio (1995) in Agung & Pertama (2019) highlights that employee work results are greatly influenced by the support and conditions provided by the organization. According to Mangkunegara (2018), employee performance indicators are: 1. Work Quality and 2. Work Quantity.

3. RESEARCH METHODS

Quantitative research is an approach based on deductive and inductive. This approach comes from a theoretical framework, expert thinking, or researcher experience, which is then developed into a problem and its solution. This research was conducted at the Environment and Forestry Service of North Sumatra Province. The population in this study were 629 permanent employees of the Environment and Forestry Service of North Sumatra Province. The sampling method in this research adopted the probability sampling method by applying simple random sampling techniques (Sugiyono, 2018). This research applies the Slovin formula in sampling. Based on the results of calculations using the Slovin formula, a sample size of 126 employees from the Environment and Forestry Service of North Sumatra Province was obtained. The study tested the hypothesis using multiple linear analysis to test the hypothesis in this research.

4. RESULTS AND DISCUSSION
4.1 Multicollinearity Test

The multicollinearity test aims to test whether the regression model finds a correlation between independent variables. The results of the multicollinearity test can be seen from the following table:

Table 1. Multikolinearitas

Model	Unstandardized Coefficients		Standardized Coefficients	Collinearity Statistics	
	B	Std. Error	Beta	Tolerance	VIF
1 (Constant)	9.527	2.517			
x1	.058	.028	.154	1.000	1.000
x2	.316	.046	.521	1.000	1.000

a. Dependent Variable: y

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Based on the processing results in Table 1, it shows that the VIF and tolerance values for all variables in this study did not experience multicollinearity. This is indicated by the VIF value of the two independent variables being less than 10, and the tolerance value far exceeding 0.01. These results indicate that in this regression model all independent variables do not have multicollinearity problems.

4.2 Results of Multiple Regression Analysis

Multiple linear regression analysis has the aim of predicting what the condition will be (up and down) of the dependent variable if two or more independent variables as predictor factors are manipulated (increasing and decreasing their values).

Table 2. Multiple Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	9.527	2.517		3.785	.000		
x1	.058	.028	.154	2.043	.043	1.000	1.000
x2	.316	.046	.521	6.884	.000	1.000	1.000

a. Dependent Variable: y

Based on Table 2, the multiple linear regression equation in this study is:
a. The competency variable (X1) of 0.058 indicates that the competency variable has a positive and significant effect on ASN performance, if the competency value increases then ASN performance will increase by 0.058.
b. The workload variable (X2) is 0.361, indicating that the workload variable has a positive and significant effect on ASN performance, if the workload value increases then ASN performance increases by 0.361

4.3 Simultaneous Test Results (F Test)

The simultaneous test is used to test whether the competency variable (X1) and workload variable (X2) have a joint effect on ASN performance (Y). Test criteria:

Tabel 3. F Test

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	176.009	2	88.005	25.936	.000[a]
Residual	417.364	123	3.393		
Total	593.373	125			

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

Based on the F test results in Table 4.10, it is known that the significance value is 0.000. Where the significance value of F is <5% or 0.05 or the value of Fcount = 25,936 > Ftable = 3.07. Thus it can be concluded that competency (X1) and workload (X2) have a positive and significant effect together on ASN performance (Y).

4.4 Coefficient of Determination Results (R2)

The coefficient of determination test was carried out to find out how much influence competence (X1) and workload (X2) have on ASN performance (Y).

Tabel 4. Coefficient of Determination

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.545[a]	.297	.285	1.842

a. Predictors: (Constant), x2, x1

b. Dependent Variable: y

Based on Table 4, it can be seen that the value (R2) is 0.285 (28.5%). So it can be said that 28.5%, %, so, it can be said that 81.5%, employee performance is formed by work competence and workload, while the rest is by other variables not included in this research model such as employee engagement, promotions and others .

5. DISCUSSION
5.1 Influence of Competency (X1) on ASN Performance (Y)

Based on the results of direct influence research tests, it is known that competency (X1) has a positive and significant influence on ASN performance (Y). This research shows results that are in line with the theory put forward by Abdi and Wahid (2018) which explains that if employees have high competence they will be able to improve the employee's own performance. Improving work competency needs to be done within the company organization. Employees who have work competence tend to have good abilities in carrying out work and have the skills to be able to complete work based on work targets given by the company. In this case, the knowledge possessed by ASN at the North Sumatra Environment and Forestry Service is very good, they are able to adjust their work according to their job description. This is in line with research conducted by (Kadir, et. al. 2018); (Krinawati and Bagia, 2021); (Heri and Andayani, 2020) who obtained a result that competence has a positive and significant effect on employee performance.

5.2 Effect of Workload (X2) on ASN Performance (Y)

Based on the results of direct influence research tests, it is known that workload (X2) has a positive and significant influence on ASN performance (Y). This research shows results that are in line with the theory put forward by Tresnawati et. al. (2020) that workload is a burden of physical, mental and social activities received by a person which must be completed within a certain time, according to the physical abilities and limitations of the worker who receives the burden. In this case, every employee of the North Sumatra Environment and Forestry Service has good physical condition and good psychological condition, but for employees who are relatively new there are several employees who still have poor psychology, not good in the sense that they still feel depressed when this happens. emergency incident. So when there are employees who are new to the field when an emergency occurs, they still cannot fully master the field. This is in line with research conducted by (Rolos et. al.. 2018); (Jannah, 2021) who obtained a result that workload had a positive and significant effect on employee performance.

5.3 Influence of Competency (X1) and Workload (X2) on ASN Performance (Y)

Based on the results of direct influence research tests, it is known that competency (X1) and workload (X2) have a positive and significant influence on ASN performance (Y). This research shows results that are in line with the theory put forward by Putra et. al. (2021) that high workload will cause lack of performance. Where it can be explained that the higher the workload received by an employee will affect the employee's performance. One of the causes of decreased performance due to workload is the need to take on two or more tasks that must be done simultaneously. In this research, employees at the North Sumatra Environment and Forestry Service had sufficient skills and abilities when carrying out their work. Every employee at the North Sumatra Environment and Forestry Service also has a high level of accuracy so that the resulting performance is good. This is in line with research conducted by (Putra et. al.. 2021); (Firmansyah and Nugrohoseno, 2022) who obtained a result that competence and workload had a positive and

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significant effect on employee performance.

6. CONCLUSION

   Based on the conclusions outlined above, there are several practical implications proposed, namely: it is known that the main factor that can influence the performance of ASN in the North Sumatra Environment and Forestry Service is workload. The demands placed on employees both physically and psychologically sometimes make employees feel stressed, especially for employees who are still relatively new. There is a need for physical and psychological training for new employees so that they can train them mentally when they go into the field to deal with emergency situations. This can also improve the performance of employees. The second factor that can improve ASN performance is competence. The competencies possessed by employees of the North Sumatra Environment and Forestry Service can provide a workload that is appropriate to the employee's work so as not to cause work stress on the employee so that this can improve the performance of the North Sumatra Environment and Forestry Service employees in order to be able to increase targets. performance of the North Sumatra Environment and Forestry Service.

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