

EFFECT OF COMPETENCE, WORK ENVIRONMENT AND CAREER DEVELOPMENT EMPLOYEE PERFORMANCE THROUGH JOB SATISFACTION AT PT. SGI GRAHA PROPERTAMA BATAM CITY

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Abstract

This research was conducted with the aim of analyzing how the direct and indirect influences of competence, work environment, career development variables on employee performance are mediated by employee job satisfaction. As for the sample of this research are employees of PT. SGI Graha Propertama in Batam City. Questionnaires were distributed to 119 respondents using the Non-Probability Sampling technique. To analyze the research data using multiple regression analysis techniques using SmartPLS Software. Based on the results of the study it can be concluded that the variable, job satisfaction has no significant effect on performance at a significance level of > 0.05 . While competence, work environment and career development have a direct and significant effect on performance with $\alpha < 0.05$. The results of the study show that competence has no significant effect on job satisfaction with a significance > 0.05 . While career development variables, work environment have a significant direct effect on job satisfaction with a significance level < 0.05 . The results of the indirect effect show that the competency variable on employee performance through work motivation is not significant > 0.05 . The indirect effect of work environment and career development variables on employee performance through work motivation is significant < 0.05 . The coefficient of determination R Square competence, work environment, career development and job satisfaction on employee performance is 64.1% and competence, work environment, career development on job satisfaction is 71.5% competency has no significant effect on job satisfaction with a significance > 0.05 . While career development variables, work environment have a significant direct effect on job satisfaction with a significance level < 0.05 . The results of the indirect effect show that the competency variable on employee performance through work motivation is not significant > 0.05 . The indirect effect of work environment and career development variables on employee performance through work motivation is significant < 0.05 . The coefficient of determination R Square competence, work environment, career development and job satisfaction on employee performance is 64.1% and competence, work environment, career development on job satisfaction is 71.5% competency has no significant effect on job satisfaction with a significance > 0.05 . While career development variables, work environment have a significant direct effect on job satisfaction with a significance level < 0.05 . The results of the indirect effect show that the competency variable on employee performance through work motivation is not significant > 0.05 . The indirect effect of work environment and career development variables on employee performance through work motivation is significant < 0.05 . The coefficient of determination R Square competence, work environment, career development and job satisfaction on employee performance is 64.1% and competence, work environment, career development on job satisfaction is 71.5% work environment has a significant direct effect on job satisfaction with a significance level < 0.05 .

Keywords: *Competence, Work Environment, Career Development, Job Satisfaction and Performance*

1. INTRODUCTION

The city of Batam is one of the cities in the Riau Archipelago province, which is geographically very strategically located, namely next to the countries of Malaysia and Singapore so that it becomes a distinct advantage compared to other regions. This is one of the reasons for the rapid development of the city of Batam. Then supported by the development of development and

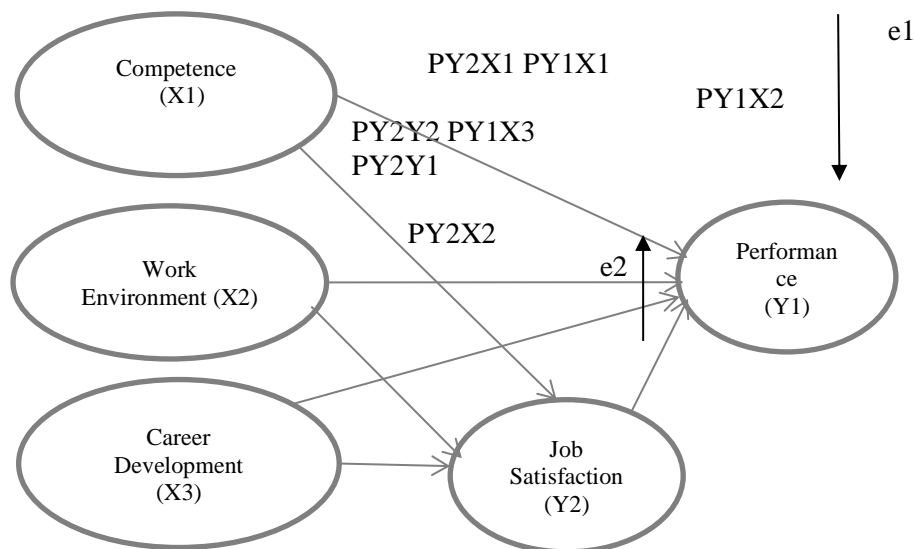
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infrastructure also encourage increased investments from various sectors in the city of Batam. The city of Batam as an investment magnet is indeed endless. It can be seen from the data from the Central Statistics Agency (BPS) that the economic growth of the city of Batam throughout 2021 has experienced a significant increase. The achievement of economic growth at 4.75 percent in Batam City is even higher than the national economic growth of 3.69 percent and the Riau Islands (Kepri) of 3.43 percent in 2021. Along with economic development, the competitiveness of available human resources is inseparable. Human resources itself is a cog or driving force of activity in a company. Having good human resources will make it easier for companies to integrate long-term company targets and goals. One of the factors to produce quality human resources is to have competent employees. With employees who have competence in accordance with the demands of the job will encourage company productivity. Having good human resources will make it easier for companies to integrate long-term company targets and goals. One of the factors to produce quality human resources is to have competent employees. With employees who have competence in accordance with the demands of the job will encourage company productivity. Having good human resources will make it easier for companies to integrate long-term company targets and goals. One of the factors to produce quality human resources is to have competent employees. With employees who have competence in accordance with the demands of the job will encourage company productivity.

2. METHODOLOGY

This study aims to find the influence of exogenous variables, namely Competence (X1), Work Environment (X2) Career Development (X3) and Job Satisfaction (Y2) on the endogenous variable, namely Employee Performance (Y1). The approach used in this study is a quantitative approach that analyzes data with statistical tools in the form of numbers. This research was conducted on employees of PT. SGI Graha Propertama in Batam city.



Information:

Structural Equation I

- X1 = Competency
- X2 = Work Environment
- X3 = Career Development

Structural Equation II

- X1 = Competency
- X2 = Work Environment
- X3 = Career Development



$Y_2 = \text{Job Satisfaction}$ $Y_2 = \text{Job Satisfaction}$ $Y_1 = \text{Performance}$ $PY1X1 = \text{Path coefficient X1}$
 Y_2 $PY1X2 = \text{Path coefficient X1} \rightarrow Y_2$ Y_1 $PY1X1 = \text{Path coefficient X1} \rightarrow Y_1$
 $PY1X3 = \text{Path coefficient X1} \rightarrow Y_2$ $PY1X2 = \text{Path coefficient X2} \rightarrow Y_1$
 $e_2 = \text{error term 1}$ $PY1X3 = \text{Path coefficient X3} \rightarrow Y_1$
 $PY1X3 = \text{Path coefficient Y2} \rightarrow Y_1$
 $e_1 = \text{error term 2}$

3. RESULTS AND DISCUSSION

3.1 Measurement Model (Outer Model)

Analysis with a measurement model (outer model) is aimed at evaluating the construct variables studied, the validity (accuracy) and reliability (reliability) of a variable.

Internal Consistency Analysis

Internal consistency analysis is a form of reliability used to assess the consistency of results across items on the same test. Internal consistency testing uses a composite reliability value with the criteria of a variable being said to be reliable if the composite reliability value is > 0.60 (Hair, Hult, Ringle, & Sarstedt, 2014).

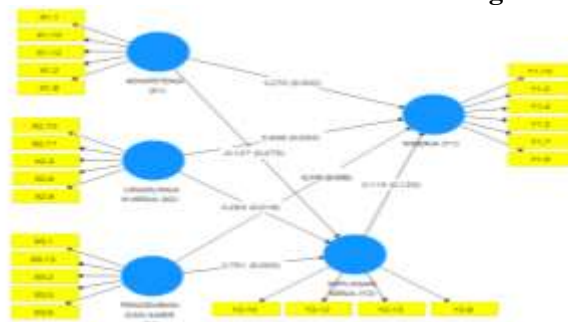
Table 3.1.1
Internal Consistency Analysis

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Job satisfaction	0.837	0.866	0.891	0.673
Performance	0.846	0.851	0.886	0.565
Competence	0.845	0.855	0.889	0.615
Work environment	0.830	0.836	0.881	0.597
Career development	0.813	0.818	0.870	0.572

Source: PLS Data Processing (2022)

Based on the internal consistency analysis data in the table above, the results show that the Job Satisfaction variable has a composite reliability value of $0.891 > 0.60$, the Job Satisfaction variable is reliable, then the Performance variable has a composite reliability value of $0.886 > 0.60$, so the Performance variable is reliable, the Competency variable has a composite reliability value of $0.889 > 0.60$, the Competency variable is reliable, the Work Environment variable has a composite reliability value of $0.881 > 0.60$, the Work Environment variable is reliable, the Career Development variable has a composite reliability value of $0.870 > 0.60$ then the Career Development variable is reliable.

Figure 3.1 Outer Research Model According to SEM-PLS



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3.2. Discriminant Validity

Discriminant Validity in the results of this analysis aims to assess whether an indicator of a construct variable is valid or not, namely by looking at the Heterotrait - Monotrait Ratio Of Correlation (HTMT) value < 0.90, then the variable has good discriminant validity (valid) (Hair, Hult, Ringle, & Sarstedt, 2014)

**Table 3.1.2
Discriminant Validity**

Variable	Job satisfaction	Performance	Competence	Ling. Work	Peng. Career
Job satisfaction					
Performance	0.769				
Competence	0.735	0.884			
Work environment	0.775	0.839	0.877		
Career development	0.836	0.879	0.889	0.852	

Source: Data Processing *pls*(2022)

Based on table 4.12, the results of the correlation between the variables Job Satisfaction and Performance are 0.769, the correlation between the Performance variables and Competence is 0.884, the correlation between Competency and Work Environment variables is 0.877, the correlation between Work Environment and Career Development variables is 0.852. All variables have a correlation value of <0.90, thus the correlation value of all and between each variable is stated to be valid.

3.3. Structural Model (Inner Model)

Structural model analysis or (inner model) aims to test the research hypothesis. The part that needs to be analyzed in the structural model is the coefficient of determination (R Square) by testing the hypothesis.

**Table 3.2
Collinearity**

	Job satisfaction	Performance	Competence	Ling. Work	Peng. Career
Job satisfaction		2,787			
Performance					
Competence	4,009	4,055			
Work environment	2,490	2,683			
Career development	3,471	4,842			

Source: PLS Data Processing (2022)

From the data above it can be described as follows:

- a. VIF for the correlation of Job Satisfaction with Employee Performance is 2,787 < 5.00 (no collinearity problem)
- b. VIF for competency correlation with employee performance is 4.055 < 5.00 (no collinearity problem)
- c. VIF for the correlation between Work Environment and Employee Performance is 2,683 < 5.00 (no collinearity problem)
- d. VIF for the correlation between Career Development and Employee Performance is 4,842 < 5.00 (no collinearity problem)

- e. VIF for Competency correlation with Employee Job Satisfaction is $4.009 < 5.00$ (no collinearity problem)
- f. VIF for the correlation of the Work Environment with Employee Job Satisfaction is $2,490 < 5.00$ (no collinearity problem)
- g. VIF for the correlation between Career Development and Employee Job Satisfaction is $3,471 < 5.00$ (no collinearity problem)

Thus, from the data above, the structural model in this case does not contain collinearity problems.

2. Testing the Significance of the Structural Model Path Coefficient

In this test there are two stages, namely testing the direct effect hypothesis and testing the indirect effect hypothesis.

1. Direct Effect Testing

If the probability value (P-Value) $<$ Alpha (0.05) then H_0 is rejected (the influence of a variable on other variables is significant). If the probability value (P-Value) $>$ Alpha (0.05) then H_0 is accepted (there is an influence of a variable with other variables is not significant)

Table 3.2.1
The Direct Effect Hypothesis

	Original Sample (O)	Sample Means (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Job Satisfaction -> Performance	0.115	0.120	0.074	1,558	0.120
Competence -> Job Satisfaction	-0.127	-0.121	0.116	1,097	0.273
Competence -> Performance	0.270	0.271	0.086	3,138	0.002
Work Environment -> Job Satisfaction	0.263	0.256	0.108	2,429	0.016
Work Environment -> Performance	0.438	0.440	0.066	6,653	0.000
Career Development -> Job Satisfaction	0.701	0.705	0.088	7,948	0.000
Career Development->Performance	0.110	0.105	0.107	2,029	0.030

Source: PLS Data Processing (2022)

2. Testing the Indirect Effect Hypothesis

Testing the indirect effect hypothesis aims to prove the hypotheses of the effect of a variable on other variables indirectly (through an intermediary). If the value of the coefficient of indirect effect $>$ the coefficient of direct effect, then the intervening variable mediates the relationship between one variable and another. Conversely, if the value of the coefficient of indirect effect $<$ the coefficient of direct effect, then the intervening variable does not mediate the relationship between one variable and another.

Table 3.2.2

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Indirect Effect Hypothesis

	Original Sample (O)	Sample Means (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	P Values
Competence -> Job Satisfaction -> Performance	0.015	0.013	0.017	0.842	0.400
Work Environment -> Job Satisfaction -> Performance	0.030	0.028	0.021	3,448	0.014
Career Development -> Job Satisfaction -> Performance	0.080	0.086	0.056	2,437	0.011

Source: PLS Data Processing (2022)

3. Coefficient of Determination (R Square)

The test results for the coefficient of determination (R Square) aim to evaluate the accuracy of the prediction of a variable. In other words, to evaluate how the variation in the value of the dependent variable is affected by the variation in the value of the independent variable in a path model.

Table 3.2.3
Coefficient of Determination

	R Square	R Square Adjusted
Job satisfaction	0.641	0.634
Performance	0.715	0.707

Source: PLS Data Processing (2022)

Determination that the R Square variable Competency, Work Environment, Career Development and Job Satisfaction on Employee Performance (e1) is 0.715, meaning that the influence of Competence, Work Environment, Career Development and Job Satisfaction on Employee Performance is 71.5% and the remaining 28.5% is influenced or explained by other factors or variables not examined in the research model. Then, the effect of Competence, Work Environment and Career Development on Job Satisfaction (e2) is 0.641, meaning that the influence of Competence, Work Environment and Career Development on Job Satisfaction is 64.1% and the remaining 35.9% is influenced or explained by other factors or variables that are not investigated in this research model.

4. CONCLUSIONS AND SUGGESTIONS

4.1. CONCLUSION

The results of the findings of data analysis in the discussion and testing of hypotheses, it can be concluded as follows:

1. The direct effect of Competency variables on Performance variables has a positive direction and the results of this study indicate that there is a significant positive direct effect between Competency and Performance variables.
2. The direct effect of the Work Environment variable on the Performance variable has a positive direction and the results of this study indicate that there is a significant positive direct effect between the Work Environment on the Performance variable

3. The direct effect of the Career Development variable on the Performance variable has a positive direction and the results of this study indicate that there is a significant positive direct effect between Career Development on the Performance variable.
4. The direct effect of the Job Satisfaction variable on the Performance variable has a positive direction and the results of this study indicate that there is an insignificant positive direct effect between Job Satisfaction and Performance variables
5. The direct effect of the Competency variable on the Job Satisfaction variable has a negative direction and the results of this study indicate that there is no significant negative direct effect between Competence on the Job Satisfaction variable.

4.2. SUGGESTIONS

Based on the results and implications of the research that has been done, the suggestions given are as follows:

Based on the results and implications of the research that has been done, the suggestions given are as follows:

1. To improve employee performance can be done by providing motivation so that they are enthusiastic about working and have creative and innovative work. Apart from that, there is also a need for sensitivity to help each other as soon as possible between co-workers after the work itself is finished, so that besides doing routine work the existing employees can interact between co-workers.
2. It is better to improve the atmosphere in better work competencies to help improve employee performance in terms of availability of facilities at work, implement a sense of openness between co-workers and leaders and establish brotherly relations between each co-worker, so that the responsibilities and work carried out can be in accordance with the target or can exceed the target set by each department or work unit.
3. The importance of improving a good and conducive work environment in helping to increase employee productivity in terms of air temperature in the workplace, safety and lighting needs supervision so that every worker feels safe and comfortable without feeling disturbed and worried about using equipment.
4. Leaders have a schedule of consulting with employees so that employees are more focused in carrying out their duties. Because holding a consultation schedule will affect the results of what employees do. When employees are transferred to other agencies, it is hoped that they will not experience difficulties when they are in a new work environment so that they can stay focused on work responsibilities so that the goals of the organization are quickly achieved. Placing employees according to the educational background and abilities of employees. As well as the promotions carried out by the institution are not seen from the length of time the employee has worked but seen from the performance of the employee.
5. It is better to pay more attention to or increase the creation of job satisfaction, including the salary given according to the workload of employees. Therefore, companies must be more sensitive to the needs of employees, not only in applying the right salary and incentives but also in all aspects of employee life. best for the company

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