

The Influence of Competency, Training and Teamwork Toward the Performance Employee on Nawakara Perkasa Nusantara Company Pekanbaru

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Abstract

Research aims: The aim of this research is to determine the influence of competence, training and teamwork both partially and simultaneously on employee performance at PT. Nawakara Perkasa Nusantara Pekanbaru.

Design/Methodology/Approach: The number of respondents in this study was 150 people using the Slovin formula and using simple random sampling techniques. The data analysis in this research is quantitative using the multiple linear regression method and the data is analyzed using the SPSS program.

Research findings: Results showed that competence, training, and teamwork have a partially significant effect on employee performance at PT. Nawakara Perkasa Nusantara Pekanbaru.

Research Limitations/Implications: The authors limited knowledge in making and compiled this article. So, it needs to be reliability tested in the future. Limitation of data used in this research making results less than optimal.

Keywords: competence, training, teamwork, employee



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INTRODUCTION

Human resources remain the focus of attention and the foundation for the survival of the business world in the era of globalization. Personnel play an important role in every company activity. Even though it is supported by facilities and infrastructure as well as excess financial resources, the operation of a company will not succeed without the support of reliable personnel. This shows that human resources are the most important key to consider all these needs. The company has goals to be achieved, so it is necessary to have a motivational boost in the company's human resources, for example in the form of career development, internships, promotion programs and awards according to employee skills. This improves employee performance. Mangkunegara (2017) states that performance is a real work achievement achieved by a person in accordance with the responsibilities given to him. Improving individual employee performance will encourage overall human resource performance, which will increase organizational productivity.

PT. Nawakara Perkasa Nusantara Pekanbaru is a company engaged in security services. Nawakara *Security Solution* has built an international reputation as a security company in Indonesia known for its ability to enforce the standards required by its clients. In the face of globalization, Nawakara *Security Solutions* not only develops strategies to maintain service excellence, but also continues to innovate both in product development and internal capability improvement to provide better services to its clients.

Table 1. The number of employees of PT. Nawakara Perkasa Nusantara Pekanbaru

| No | Job Field | Number of Employees |
|----|--------------|---------------------|
| 1. | HRD | 1 |
| 2. | Supervisor | 96 |
| 3. | Staff | 74 |
| 4. | Shiff Leader | 136 |
| 5. | Security | 2410 |
| | Total | 2717 |

Source : PT. Nawakara Perkasa Nusantara Pekanbaru, 2024

Table 1 shows the number of employees in each field in PT. Nawakara Perkasa Nusantara Pekanbaru. This company has 5 departments, namely HRD, Supervisor, Staff, *Shift Leader* and *Security*.

Table 2. The Education Level of Employees of PT. Nawakara Perkasa Nusantara Pekanbaru

| No | Last Education | Sum | Percentage |
|----|----------------|------------|------------|
| 1. | S2 | 5 people | 0,18% |
| 2. | S1 | 206 people | 7,53% |
| 3. | D3 | 32 people | 1,17% |
| 4. | D2 | 5 people | 0,18% |



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| | | | |
|----|--------|-------------|--------|
| 5. | D1 | 2451 people | 89,65% |
| 6. | SMA | 25 people | 0,91% |
| 7. | JUNIOR | 8 people | 0,29% |
| 8. | SD | 1 person | 0,04% |

Source: PT. Nawakara Perkasa Nusantara Pekanbaru, 2024

In Table 2, it can be seen from the education level of PT. Nawakara perkasa archipelago is very diverse. Every field of work in PT. Nawakara perkasa Nusantara employees has undergraduate education. However, some employees are confused in doing their work and find it difficult to solve problems because the employee is placed in an inappropriate field so that the employee's performance is low.

In addition to competence, training is one of the determinants in improving employee performance. Because, according to Mangkuprawira (2015), training affects employee performance. Organizations invest in effective training and human resource development to achieve short-term and long-term gains. This training is considered quite good because it can improve employee competence, so that it can help the company to achieve its goals and be able to support the competitiveness of the company on an ongoing basis.

Table 3. Program Pelatihan perusahaan PT. Nawakara Perkasa Nusantara Pekanbaru

| No | Types of training | Number of employees who follow |
|-----|---|--------------------------------|
| 1. | Basic safety unit education | 379 |
| 2. | Technician surveyor | 5 |
| 3. | Gada Pratama | 97 |
| 4. | Improving the effectiveness of the supervisory function | 4 |
| 5. | Pph 21 | 1 |
| 6. | Standardization | 1 |
| 7. | HR for non-HR | 1 |
| 8. | Tax training | 2 |
| 9. | Brevet | 25 |
| 10. | Diksar | 4 |
| 11. | Refreshment training | 1 |
| 12. | HSF | 1 |
| 13. | Supervisor training | 2 |
| 14. | First aid training level one | 1 |
| 15. | First aid training level two | 1 |
| 16. | Human right in business context | 1 |
| 17. | Basic photography | 1 |
| 18. | Job training | 1 |
| 19. | Computer education | 1 |

Source : PT. Nawakara Perkasa Nusantara Pekanbaru, 2024



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In Table 3, you can see the various types of training that have been attended by employees at PT. Nawakara Perkasa Nusantara Pekanbaru to be able to improve the competence of employees in the company. However, the results of an interview from one of the employees of PT. Nawakara Perkasa Nusantara Pekanbaru is known that the training is not proportional because the personnel who take part in the training are limited in quality and quantity.

PT. Nawakara perkasa Nusantara also has problems with performance. Employee performance at PT. Nawakara perkasa Nusantara declined due to low employee quality. This is shown by the number of employees who are less responsible for the work they do and employees who are less dexterous in completing the demands of the tasks that have been given by the company.

Table 4. Employee Performance Assessment Data of PT. Nawakara Perkasa Nusantara Pekanbaru in 2019-2023

| Year | Sum Employee | Employee Performance | | | | | | | |
|------|-----------------|----------------------|---------|---------|---------|-----------|--------|--------|--------|
| | | Excellent | | Good | | Less Good | | Bad | |
| | | (80-100) | (60,0%) | (71-79) | (34,0%) | (61-70) | (4,0%) | (0-60) | (2,0%) |
| 2019 | 2500 | 1500 | 60,0% | 851 | 34,0% | 100 | 4,0% | 49 | 2,0% |
| 2020 | 2560 | 1611 | 62,9% | 901 | 35,2% | 32 | 1,3% | 16 | 0,6% |
| 2021 | 2665 | 1712 | 64,2% | 876 | 32,9% | 56 | 2,1% | 21 | 0,8% |
| 2022 | 2665 | 1803 | 67,7% | 811 | 30,4% | 45 | 1,7% | 6 | 0,2% |
| 2023 | 2750 | 1921 | 69,9% | 821 | 29,9% | 6 | 0,2% | 2 | 0,1% |

Source : PT. Nawakara Perkasa Nusantara Pekanbaru, 2024

From table 4, it can be seen that the employee performance assessment at PT. Nawakara perkasa nusantara Pekanbaru as a result of the percentage that has increased in the poor and good criteria in 2021 and can be seen from the performance assessment on the good criteria has decreased, where the state of employee performance at PT. Nawakara Perkasa Nusantara is less than optimal. The quality and quantity of employees as a measure in carrying out their duties and responsibilities as a result of work, employee performance assessment at PT. Nawakara Perkasa Nusantara is measured based on whether or not the target is achieved as well as the ability or skill of employees to complete the tasks given and also employee loyalty to the company. These problems will have an impact on the company's vision and mission, which is to become a trusted, superior and responsible company in security services.

To achieve high teamwork at PT. Nawakara Perkasa Nusantara Pekanbaru is therefore required to create a good management atmosphere for employees to work effectively and efficiently. This shows that competent human resources and high teamwork are the main keys



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that need to be considered by PT. Nawakara perkasa nusantara Pekanbaru. Matters related to the low cooperation of the employee team that occurs in a growing company, PT. Nawakara Perkasa Nusantara is still trying to improve itself so that it can compete with other companies in terms of its human resources. Employees as a supporting function in this process, are expected to contribute optimally in order to help the organization achieve its goals. Human resource management is the management of human resources as the main resource or asset, through the application of management functions and operational functions so that the organizational goals that have been set can be achieved properly. Sinambela (2017). Performance is the extent to which a person has played his or her part in implementing an organization's strategy, either in achieving specific goals related to individual roles and/or by demonstrating competencies that are declared relevant to the organization. Sedarmayanti (2017) said that competence is closer to the ability or capability that is applied and produces employees or leaders or officials who show high performance are called having competence. Training is a facility provided by companies to learn jobs related to knowledge, expertise and behavior of teachers. This means that to increase the knowledge, expertise and behavior of employees can be carried out through training which of course has been planned in advance Kasmir (2016). Teamwork is the ability to work together towards a shared vision and mission. In other words, teamwork is a strong ability to lead and encourage individuals to achieve organizational goals together. With strong teamwork, we can achieve great things that may have never been thought of before. Therefore, according to teamwork experts, it is something that must be built and maintained properly. Here are some experts' explanations about the meaning of teamwork.

LITERATURE REVIEW AND HYPOTHESIS DEVELOPMENT

The Effect of Competence on Performance

The performance and effectiveness of employees in carrying out their duties is highly determined by the competencies required by the field of work. Competence can deepen and expand work capabilities. The more often a person does the same work, the more skilled and the faster he or she completes the job. The more kind of work a person does, the richer and more extensive his work experience is, and allows for an increase in his work. Employees have high competence if the employee has work experience, an educational background that supports the profession, has expertise/knowledge, and has skills. Sutrisno (2017) stated that work experience can improve performance because an employee can put himself in the right conditions, dare to take risks, be able to face challenges with full responsibility and be able to communicate well with various parties to maintain productivity, performance and produce competent individuals in their fields.



The Effect of Training on Performance

Training is closely related to the performance of employees or employees. Because the quality of the resources possessed by the abilities, skills and knowledge of an employee or employee in doing his or her duties obtained from the results of the training greatly determines the performance produced. As stated by Rivai and Sagala (2014) who said that training as part of education involves the learning process to acquire and improve skills outside the current education system in a relatively short time with a method that prioritizes practice rather than theory.

The Effect of Teamwork on Performance

Soekamto (in Busro 2018) stated that cooperation is an activity that is carried out jointly by more than one person in various forms, but all activities carried out are directed to realize a common goal. Teamwork is very dominant and affects the improvement of employee performance. Thus, employees will have a more important role in the implementation of responsibilities from the company. In accordance with the respective fields entrusted by the company and can also make it easier to achieve the company's goals in accordance with the work standards that have been implemented by the company. Ineffective teamwork can hinder employee performance improvement.

The Influence of Competence, Training and Teamwork on Performance

Research conducted by Rianasari and Savhira (*Journal of Research in Business, Economics, and Education Volume 1 Issue 2 25 December 2019 E-ISSN 2686-6056*) about the influence of training, competence and teamwork on employee performance at PT. Lestarindo Perkasa. This study states that training has a positive effect on employee performance. Training serves to foster and develop employees' abilities so that they can achieve optimal performance. One of the many goals of the training program carried out by management is to improve employee competence, which will ultimately have an impact on performance.

METHOD

This research was conducted at PT. Nawakara Perkasa Nusantara which is located at Jl. Pahlawan Kerja, Marpoyan Damai Pekanbaru. At the time of data collection, the main population of this study was employees of PT. Nawakara Perkasa Nusantara Pekanbaru, which is 2717. In a survey, if the number of employees is less than 100, all employees will be taken, and if the number of employees is more than 100, part of the existing employees can be taken.



The data collection technique used in this study is by distributing questionnaires and interviews.

RESULTS AND DISCUSSION

A. Results

Based on the results of this research, it shows that competence has a partially significant effect with a calculated t value of 4.093 > t table 1.976 and a sig value of 0.001 < 0.05 on employee performance at PT. Nawakara Perkasa Nusantara Pekanbaru. Training has a partially significant effect with a calculated t value of 2.421 > t table 1.976 and a sig value of 0.002 < 0.005 on employee performance at PT. Nawakara Perkasa Nusantara Pekanbaru. And Teamwork has a partially significant effect with a calculated t value of 3.583 > t table 1.976 and a sig value of 0.001 < 0.005 on the performance of PT employees. Nawakara Perkasa Nusantara Pekanbaru. Simultaneously, the variables of competence, training and teamwork have a significant effect with a calculated F value of 82.275 > F table 2.67 and a sig value of 0.001 < 0.05 on employee performance variables at PT. Nawakara Perkasa Nusantara Pekanbaru.

Reporting Research Results

Validity Test

Table 5. Employee Performance Validity Test (Y)

| No | Statement | Corrected Item Total | | |
|----|-----------|----------------------|---------|-------------|
| | | Correlation | R-table | Information |
| 1. | Y.1 | 0,340 | 0,160 | Valid |
| 2. | Y.2 | 0,516 | 0,160 | Valid |
| 3. | Y.3 | 0,548 | 0,160 | Valid |
| 4. | Y.4 | 0,566 | 0,160 | Valid |
| 5. | Y.5 | 0,428 | 0,160 | Valid |
| 6. | Y.6 | 0,428 | 0,160 | Valid |

Source: IBM SPSS Statistics processed data, 2024



Table 6. Competency Validity Test (X1)

| No | Statement | Corrected Item Total | | |
|----|-----------|----------------------|---------|-------------|
| | | Correlation | R-table | Information |
| 1. | X1.1 | 0,413 | 0,160 | Valid |
| 2. | X1.2 | 0,548 | 0,160 | Valid |
| 3. | X1.3 | 0,462 | 0,160 | Valid |
| 4. | X1.4 | 0,504 | 0,160 | Valid |
| 5. | X1.5 | 0,631 | 0,160 | Valid |
| 6. | X1.6 | 0,542 | 0,160 | Valid |

Source: IBM SPSS Statistics processed data, 2024

Table 7. Training Validity Test (X2)

| no | Statement | Corrected Item Total | | |
|----|-----------|----------------------|---------|-------------|
| | | Correlation | R-table | Information |
| 1. | X2.1 | 0,523 | 0.160 | Valid |
| 2. | X2.2 | 0,480 | 0.160 | Valid |
| 3. | X2.3 | 0,410 | 0.160 | Valid |
| 4. | X2.4 | 0,596 | 0.160 | Valid |
| 5. | X2.5 | 0,572 | 0.160 | Valid |
| 6. | X2.6 | 0,629 | 0.160 | Valid |

Source: IBM SPSS Statistics processed data, 2024

Table 8. Teamwork Validity Test (X3)

| no | Statement | Corrected Item Total | | |
|----|-----------|----------------------|---------|-------------|
| | | Correlation | R-table | Information |
| 1. | X3.1 | 0,559 | 0,160 | Valid |
| 2. | X3.2 | 0,498 | 0,160 | Valid |
| 3. | X3.3 | 0,620 | 0,160 | Valid |
| 4. | X3.4 | 0,609 | 0,160 | Valid |
| 5. | X3.5 | 0,483 | 0,160 | Valid |
| 6. | X3.6 | 0,458 | 0,160 | Valid |
| 7. | X3.7 | 0,655 | 0,160 | Valid |

Source: IBM SPSS Statistics processed data, 2024

Based on the table above, the results of the Validity Test recapitulation for each of the above statements can be seen that the value of the Corrected Item Total Correlation or the value of the calculation r for each variable is greater than the r of the table, which is 0.160. So, this shows that the data is valid because it meets the assumptions of the Validity Test.



Reliability Test

Table 9. Reliability Test Recapitulation

| Variable | Cronbach's Alpha | Sign | Value | Information |
|--------------------------|------------------|------|-------|-------------|
| Employee performance (Y) | 0,438 | > | 0,60 | Reliable |
| Competence (x1) | 0,507 | > | 0,60 | Reliable |
| Training (X2) | 0,626 | > | 0,60 | Reliable |
| Teamwork (x3) | 0,299 | > | 0,60 | Reliable |

Source: IBM SPSS Statistics processed data, 2024

Based on the table above, it can be seen that the Cronbach's Alpha value for each variable is greater than 0.60. This shows that each of these variables is reliable and worthy of testing in this study.

Multicollinearity Test

Table 10. Multicollinearity Test Recapitulation

| Type | Unstandardized Coefficients | | Standardized Coefficients | T | Sig | Collinearity Statistics | |
|-----------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| (Constant) | 6,490 | 1,092 | | 5,944 | ,001 | | |
| Competence (x1) | ,345 | ,084 | ,383 | 4,093 | ,001 | ,392 | 3,430 |
| Training (X2) | ,102 | ,071 | ,122 | 2,421 | ,002 | ,343 | 2,912 |
| Teamwork (x3) | ,237 | ,066 | ,342 | 3,583 | ,001 | ,279 | 3,581 |

a. Dependent Variable : PERFORMANCE

Based on the results of data processing in this study using the help of SPSS 24, it can be seen that the VIF (Variance Inflation Factor) value generated in this test is a competency variable of 3,340, a training variable of 2,912, and a teamwork variable of 3,581. By looking at the VIF (Variance Inflation Factor) value produced by each variable less than 10, it can be concluded that the regression model formed in this study does not have multicollinearity symptoms. And each variable meets the assumption that the tolerance is greater than 0.1, so there are no symptoms of multicollinearity in regression in the study conducted.



Autocorrelation Test

Table 11. Auto-correlation Test Recapitulation

| Model Summary ^b | | | | | | |
|----------------------------|-------|----------|-------------------|----------------------------|---------------|--|
| Type | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson | |
| 1 | ,793a | ,628 | ,621 | 1,60726 | 1,768 | |

a. Predictors: (Constant), teamwork X3, training X2, competence X1

b. Dependent Variable: Performance Y

Source: IBM SPSS Statistics processed data, 2024

Based on the table above the recapitulation of the autocorrelation test, a Durbin Watson value of 1.768 was obtained. So based on the above criteria, the d-w value of 1.768 is between -2 to 2. Therefore, it can be concluded that there are no autocorrelation symptoms in the regression model in this study because the test results are in accordance with the test criteria.

Heteroscedasticity Test

Table 12. Heteroskedasticity Test

| Coefficients | | | | | | |
|--------------|------------|-----------------------------|------------|---------------------------|--------|---------------|
| Type | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2,947 | ,685 | | 4,303 | <,001 reviews |
| | TOTAL X1 | -,022 | ,053 | -,061 | -,410 | ,682 |
| | TOTAL X2 | -,060 | ,045 | -,184 | -1,335 | ,184 |
| | TOTAL X3 | ,006 | ,041 | ,021 | ,138 | ,890 |

a. Dependent Variable: ABRESID

Based on the table above, it can be seen that the significant value of the competency variable is 0.682, training is 0.184 and teamwork is 0.890. Therefore, because the significant value is greater than 0.05, it can be concluded that the regression model in this study does not have heterokedasticity.



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Table 13. Multiple Linear Regression Equation Analysis

| Type | Coefficients ^a | | | t | Sig. |
|---------------------|-----------------------------|------------|---------------------------|-------|------|
| | Unstandardized Coefficients | | Standardized Coefficients | | |
| | B | Std. Error | Beta | | |
| 1 (Constant) | 6,490 | 1,092 | | 5,944 | ,001 |
| TOTAL X1 | ,345 | ,084 | ,383 | 4,093 | ,001 |
| TOTAL X2 | ,102 | ,071 | ,122 | 2,421 | ,002 |
| TOTAL X3 | ,237 | ,066 | ,342 | 3,583 | ,001 |

a. Dependent Variable: PERFORMANCE Y

Based on the table above the results of the multiple linear regression above, the resulting regression equation is:

$$Y = \alpha + b_1X_1 + b_2X_2 + b_3X_3 + e$$

$$Y = 6,490 + 0,345X_1 + 0,102X_2 + 0,237X_3 + e$$

Hypothesis Test

Partial Test

Table 14. Results of Partial Hypothesis Test (t-Test)

| Type | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|------------|-----------------------------|------------|---------------------------|-------|------|
| | B | Std. Error | Beta | | |
| (Constant) | 6,490 | 1,092 | | 5,944 | ,001 |
| X1 | ,345 | ,084 | ,383 | 4,093 | ,001 |
| X2 | ,102 | ,071 | ,122 | 2,421 | ,002 |
| X3 | ,237 | ,066 | ,342 | 3,583 | ,001 |

a. Dependent Variable: PERFORMANCE Y

Source: IBM SPSS Statistics processed data, 2024

From the table above, the results of Competency are obtained. It is known that t count (4.093) > t table (1.976) and Sig. (0.001) < 0.05. This means that H1 is accepted and H01 is rejected, namely competence has a significant partial effect on employee performance at PT.



Nawakara Perkasa Nusantara Pekanbaru. Training. It is known that t count (2.421) > t table (1.976) and Sig. (0.002) < 0.05. This means that H2 is accepted and H02 is rejected, namely training has a significant partial effect on employee performance at PT. Nawakara Perkasa Nusantara Pekanbaru. Teamwork. It is known that t count (3.583) > t table (1.976) and Sig. (0.001) < 0.05. This means that H3 is accepted and H03 is rejected, namely teamwork has a significant partial effect on employee performance at PT. Nawakara Perkasa Nusantara Pekanbaru.

Simultaneous Tests

Table 15. Results of Simultaneous Hypothesis Test (Test F)

| ANOVA ^a | | | | | |
|--------------------|----------------|-----|-------------|--------|-------------------|
| Type | Sum of Squares | Df | Mean Square | F | Sig. |
| Regression | 637,615 | 3 | 212,538 | 82,275 | ,001 ^b |
| Residual | 377,159 | 146 | 2,583 | | |
| Total | 1014,773 | 149 | | | |

a. Dependent Variable : Performance Y

b. Predictors: (Constant), X3, X2, X1

Source: IBM SPSS Statistics processed data, 2024

From Table 15 above, it is known that the F calculation is 82.275 with a significance of 0.001 and the number of F of the statistical table is 2.67. Thus, it is known that F is calculated as (82.275) > F table (2.67) with a significance of 0.001 < 0.05. This means that H4 is accepted and H0 is rejected which means that the variables are independent in competency research, training and teamwork which means that jointly or simultaneously have a significant effect on employee performance at PT. Nawakara Perkasa Nusantara Pekanbaru.

Coefficient of Determination Test

Table 16. Determination Coefficient Test Results (R²)

| Type | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|------|-------|----------|-------------------|----------------------------|---------------|
| | ,793a | ,628 | ,621 | 1,60726 | 1,768 |

Source: IBM SPSS Statistics, 2024 processed data



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Based on the table above, it can be seen that the resulting correlation value (R) is 0.793. Therefore, it can be concluded that there is a strong relationship between independent and dependent variables. Meanwhile, the R Square value is 0.628. This shows that the variables of competence, training and teamwork as a whole have an influence of 62.8% on employee performance, while the remaining 37.2% is influenced by other variables that are not examined in this study.

CONCLUSION

In this section, the author presents brief conclusions from the results of research with suggestions for advanced researchers or general readers. A conclusion may review the main points of the paper, do not replicate the abstract as the conclusion.

Not only does the author write down the major flaws and limitations of the study, which can reduce the validity of the writing, thus raising questions from the readers (whether, or in what way), but the limits in his studies may also have affected the results and conclusions. Limitations require critical judgment and interpretation of their impact. The author should provide the answer to the question: is this a problem with error, method, validity, and or otherwise?

Writing an academic article is a challenging but very fulfilling endeavor. Hopefully, the guidelines presented here will enable you to write your first academic article with relative ease. Students, however, often underestimate the time required to produce a “polished” first effort. You cannot write a proper research article in a weekend or even a week. It is, therefore, extremely important to allow yourself enough time—at least three to four weeks—to work on the successive draft.

LIMITATION

It is certain that your research will have some limitations and it is normal. However, it is critically important for you to strive to minimize the range of scope of limitations throughout the research process. Also, you need to provide the acknowledgement of your



research limitations in conclusions chapter honestly. It is always better to identify and acknowledge shortcomings of your work, rather than to leave them pointed out to your by your dissertation assessor. While discussing your research limitations, don't just provide the list and description of shortcomings of your work. It is also important for you to explain how these limitations have impacted your research findings.

Your research may have multiple limitations, but you need to discuss only those limitations that directly relate to your research problems. For example, if conducting a meta-analysis of the secondary data has not been stated as your research objective, no need to mention it as your research limitation.

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