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Motivation and Work Competence on Work Performance

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Abstract

This study aims to determine and analyze the effect of motivation and work competence on the performance of employees of the Regional Public Water Company, Maros Regency. To answer these problems, the researchers used a quantitative approach by using primary data in the form of a questionnaire distributed to the entire research population. The population in this study were all employees at Water Drinking Maros Regency. With a population of 173 people. While the number of samples used, as many as 67 respondents, was obtained based on the slovin formula. The data analysis method used is descriptive statistical analysis, classical assumption test consisting of (normality test, heteroscedasticity test, multicollinearity test) and testing all hypotheses through the partial test, simultaneous test and coefficient of determination test. The results showed that partial motivation positively and significantly affected employee performance. This means that increasing employee motivation will improve employee performance at public water companies in Maros Regency. In addition, work competence has a positive and significant effect on employee performance. This means that the increasing competence of employees will be able to improve the work performance of public water companies in Maros Regency.



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Introduction

Human resources are one of the critical factors in an organization that focuses on maximizing the capabilities of its employees or members through various strategic steps to improve employee performance towards organizational optimization. A professional organization will not be able to realize good performance management without solid support from all components of organizational management. According to Fahmi (2018), implementing performance management is necessary for organizations to achieve goals by arranging harmonious cooperation and integration between leaders

and subordinates. Performance management can be realized if there is a synergistic relationship and desire between superiors and subordinates to jointly realize the organization's vision and mission (Fariany, 2016) .

In the current era of global competition, the banking business is a business that has a high level of competition, so it requires quality human resources to be able to compete with other companies. Companies are required to acquire, develop and maintain quality human resources. Qualified employees will be able to produce maximum work at an efficient cost. The higher the quality of the employee, the higher the level of employee performance in carrying out the tasks assigned to him, so that it can encourage increased effectiveness and efficiency of the output that will be produced by employees (Wijayanti, 2020) .

Motivation is an effort that can encourage someone to take the desired action because a person's behavior tends to be goal-oriented and driven by a desire to achieve specific goals. Hidayat (2017) argues that motivation is the willingness to make a high-level effort to achieve organizational goals conditioned by the effort's ability to satisfy several individuals' needs. The study's results (Tanjung, 2017) found that motivation had a significant positive effect on employee performance. However, different results were found by (A. Fahmi & Hariasih, 2016) that motivation did not affect employee performance.

Motivation can also be the difference between being able to carry out and willing to carry out. Motivation is closer to wanting to carry out tasks to achieve goals. Motivation is a force, both internal and external, that drives a person to achieve specific predetermined goals. Alternatively, in other words, motivation can be interpreted as a mental impulse towards individuals or people as members of society. Motivation can also be interpreted as trying to influence the person or people he leads to do the desired job, according to specific goals set in advance (Pasaribu, 2019) .

An organization will develop and survive in a competitive environment if competent employees in their fields support it. That is, by having employees with good competence, efforts to achieve goals will be younger. According to Hakim (2019) that, competence is an essential characteristic of a person (individual) that influences the way of thinking and acting, making generalizations to all situations faced and lasting long enough in humans. Based on this description, the meaning of competence contains a deep and inherent part of a person's personality with predictable behavior in various situations and work tasks. Prediction of who performs well and not can be measured by the criteria or standards used (Lubis & Siregar, 2021) .

The use of work competence for workers, among others, is to ensure work productivity and safety, increasing labor income. The use of work competence for employers, among others, is to increase the efficiency and effectiveness of the industry, which in turn will increase business competition in the industrial world. The use of work competence for consumers, among others, is to eliminate doubts about the adequacy of the quantity and quality of goods, including being free from dangerous goods consumers. The study's results (Hadiwijaya & Hanafie, 2016; Harudi et al., 2016) found that competence significantly positively affected employee performance.

An employee or employee will feel satisfied and proud of the achievements achieved. Good work performance is a desirable state in working life. An employee will get good work performance if his work results follow quality and quantity standards. Work performance is a significant issue for

every organization. High work performance is needed in every effort to work with employees for the company's goals (Sina et al., 2017) . As we know that achieving company goals is something that is an essential part because employee performance will have an impact on the company. Work performance problems do not arise randomly or arise just like that. Work performance can be improved by providing definite motivation by conveying information through communication from superiors to subordinates (Darmawan, 2014) .

In achieving high work performance, several influencing factors trigger whether employee performance is high or low. Many factors can affect the work performance of the individual workforce, their abilities, work motivation, support from the leadership, the existence of the work they do, and their relationship with the organization. In many organizations, work performance is more dependent on the work performance of the individual workforce. Various personal characteristics of each influence employee performance. In a competitive and globalized development, companies need high-achieving employees. At the same time, workers need feedback on their performance to guide their future actions (Ratnawati & Atmaja, 2020) . The leader of an organization or company is a person who works with the help of his subordinates, namely employees. Therefore, a leader must make sure that employees excel. The ability of subordinates to achieve achievement is caused by encouragement or motivation (Fariany, 2016) .

The Covid 19 pandemic greatly affected the PDAM Maros Regency's income decreased due to several things, such as the lack of clean water use in the industrial sector, and both culinary and lodging services (hotels and boarding houses). PDAM's normal income was last received when the February bill was paid in March 2020. At that time, this subsidiary of the Maros Regency Government still received Rp. 28 billion, or the average monthly income. Entering the March billing period, which was paid in April 2020 PDAM revenue began to decline. This was when Maros Regency was designated as a red zone, and the Small-Scale Social Restriction (PSBK) policy was carried out and continued until PSBB. As the month progressed, the company's income continued to decline. When the payment in May 2020 PDAM only received Rp. 8,000,000,000 , - Until the entry of June payment Rp. 2 5,000,000, - assuming normal usage 2 50,000 cubic during this pandemic is only 100,000 cubic.

Considering the importance of work motivation and work competence in performance productivity during the COVID-19 pandemic, to improve performance to achieve company goals. So the preparation of this paper aims to determine the effect of motivation and work competence on employee performance at the Regional Public Water Company Maros Regency.

Theoretical Framework and Hypotheses

In the history of the theory of motivation developed, the processes and formulations were formed at that time. The primary word motivation (motivation) is *motiv* (*motiv*), which means encouragement, cause or reason for someone to do something. Thus, motivation means a condition that encourages or causes someone to do an act/desire, which takes place consciously (Indriyanto, 2021) . In Herzberg's theory, motivation is divided into two factors: motivators, often referred to as intrinsic motivation, and hygiene factors, often referred to as extrinsic motivation, which is separated into two dimensions. Intrinsic motivation is the motivation that drives a person to achieve that comes

from within the individual, better known as the motivational factor. According to Herzberg (HT Hidayat, 2020) which are classified as motivational factors include: 1. Achievement is the success of an employee in completing tasks. 2. Advancement (self-development) is a person's desire to develop a career in finance. 3. Work itself (work itself) is a variety of work and control over work methods and steps. 4. Recognition means that employees get recognition, and good achievers are given awards and praise (Husniati, 2019) .

Extrinsic motivation comes from outside oneself and determines one's behavior in life, known as the hygiene factor theory. According to Herzberg, those classified as hygiene factors include the following: 1. Company policy (company policy) is the rule the management handles in carrying out activities. 2. Relationship with peers (relationships with colleagues) is communication between employees in completing tasks. 3. Work security is the employee's perception of the variability of the reward value, regional transfers, and opportunities for termination of the relationship. 4. Relationship with supervisor, good or bad relationship with superiors in the company. 5. Salary is employees' financial reward, including wages, bonus premiums, and allowances.

According to McClelland (Shahzadi et al., 2014) that in humans, there are three kinds of motives, namely the need for achievement, the need for affiliation, and the need for power. This theory is based on: a. If someone with high achievement motivation and likes challenging work, he does not just believe in good luck because he believes that everything will be obtained through effort. b. A high affiliation motive is reflected in the desire to create, maintain, and develop relationships, a spiritual atmosphere, and mutual feelings of pleasure between human beings. He does not just get achievements in the organization. Usually, people like this often-become successful managers or entrepreneurs. c. Motivation is powerful. He gets a boost if he can monitor and influence the actions of others. Therefore, he needs to have the motivation to rule because otherwise, he will lose the right and authority to act.

There are various reasons why people work. If we accept the view that people work for a broadly defined "reward", we can break down these rewards into two general classes. Motivation involves individual factors (internal) and organizational factors (external). The motivational factors are grouped into two groups: external factors (organizational characteristics) and internal factors (personal characteristics). External factors (organizational characteristics) are: working environment conditions, adequate compensation, good supervision, employee guarantees, status and responsibilities, and flexible regulations. Internal factors (internal characteristics) are: the desire to live, the desire to have, the desire to gain recognition, the desire for power, fatigue and boredom (Cherian & Jacob, 2018; Lazaroiu, 2015) .

According to Herzberg (2017), competence refers to the behavioral dimensions of a role or behavior that a person needs to be able to carry out his work satisfactorily. Satria (2018) states that competence is the basic foundation of people's characteristics and indicates a way of behaving or thinking, equating situations, and being supportive for an extended period. According to Mangkunegara (2005) human resource competencies are competencies related to knowledge, skills, abilities, and personality characteristics that directly affect their performance. Thus it can be concluded that the competence of human resources is something that can provide an overview of the ability of individual human resources to carry out specific tasks. Human resource competence can also be

interpreted as the essential characteristics of individuals in a causal relationship related to effective or superior performance in a job or position.

The types of competencies, according to (Karatepe, 2018) , consist of: 1. Core Competencies: these competencies are at the Organizational level. We follow the definition given by Hamel and Prahalad. 2. Functional Competencies: competencies that describe work activities outputs, such as the knowledge and skills needed to do a job. These competencies are related to the Position level. 3. Behavioral Competencies: Behavioral competencies are the essential characteristics required to perform a job. 4. Role Competencies: Role competencies are related to Position level. Role competence refers to the roles that a person in a team must perform.

Several factors influence competence (Husniati, 2019) : 1) Beliefs and values. People's beliefs about themselves and others will significantly affect behavior. 2) Skills. Skills play a role in most competencies. The development of skills that are specifically related to competence can have an impact on both organizational and individual competencies. 3) Experience. Skills of many competencies require experience organizing people, communicating in front of groups, and solving problems, 4) Personality Characteristics. Personality can influence the skills of managers and workers in several competencies, including resolving conflicts, demonstrating interpersonal concern, ability to work in teams, exerting influence and building relationships. 5) Motivation. Motivation is a factor in competence that can change by encouraging and appreciation for the work of subordinates and giving recognition and individual attention from superiors can positively influence a subordinate's motivation. If managers can encourage a worker's motivation, then align it with business needs, they will often find improvements in several competencies that affect performance. 6) Emotional Issues. Emotional barriers can limit the mastery of competence. 7) Intellectual Ability. Competence depends on cognitive thinking such as conceptual thinking and analytical thinking. Of course, factors such as experience can increase proficiency in this competency. 8) Organizational culture. Organizational culture affects the competence of human resources in activities.

Work performance is one indicator of the success of the company's operations in achieving its goals. Work performance is also known as performance or performance. According to Kanfer (2017) , performance is the result of work achieved by a person or group in an organization. Another definition of work performance is the work a worker achieves in carrying out the tasks and work assigned to him. Thus, the notion of work performance here emphasizes more as a result or achievement achieved by someone in carrying out a job.

According to Fariany (2016) the factors that affect work performance are: a. Ability. b. Personality and work interests. c. The level of clarity and the role of a worker. d. The level of worker motivation. Mangkunegara (2009) states that two (2) factors influence the achievement of work performance, namely: 1. Ability factor. Psychologically, employee abilities consist of potential abilities (IQ), and reality abilities, meaning that employees with an IQ above average with adequate education for their position and who are skilled in daily work will be easier to achieve work performance. Which is expected. 2. Motivation factor. Motivation is formed from an employee's attitude in dealing with work situations. Motivation is a condition that moves employees who are directed to achieve organizational goals.

The benefits of performance appraisal of a sound performance appraisal system are beneficial

for various interests (Judge, 2019) , such as: a. Encouraging increased work performance. By knowing the results of work performance, you can take the necessary steps so that employees' work performance will increase even more in the future. b. As a material for decision making in giving rewards. The rewards given by the organization to its members are not only limited to wages and/or salaries which are fixed income for the members concerned, but also various other rewards such as bonuses at the end of the year and gifts on certain holidays. The decision on who is entitled to receive these various benefits can be based on, among other things, the results of an assessment of the work performance of the employee concerned. c. For the sake of employee transfer. A person's past work performance is the basis for making decisions about such transfers, such as promotions, transfer of duties, and transfer of territory. d. To develop education and training programs. To overcome various shortcomings and weaknesses and to develop the potential of employees who have not yet been fully explored and revealed through work performance assessments. e. Help employees determine their career plans. With the help of the personnel department, the most appropriate career development program is developed in the sense that it follows the employees' needs and the organization's interests.

Based on the theoretical basis that has been put forward, the hypotheses developed in this study are as follows:

- H1:** Motivation has a significant positive effect on employee performance at Water Drinking Maros Regency
- H2:** Work competence has a significant positive effect on employee work performance at Water Drinking Maros Regency
- H3:** Work motivation and work competence have a simultaneous effect on employees at Water Drinking Maros Regency

Research Method

This research is a type of quantitative research with a survey approach. In this study, the population of all employees at Water was drinking in Maros Regency. With a population of 173 people. Determination of the number of samples in this study using the Slovin formula so that 63 respondents were obtained. The data in this study used primary data collected by distributing questionnaires to all respondents. This questionnaire will have a question design that is logically related to the research problem and each question is the answers that have meaning in testing the hypothesis. This study uses an interval type Likert scale, which is a scale that shows the values of the same scale in the measured characteristics such as answers (Strongly Agree = 5, Agree = 4, Moderately Agree = 3, Disagree = 2, Strongly Disagree = 1) . The data that has been collected will be analyzed through several stages of testing. The first stage is to do a descriptive analysis. The second stage is the classical assumption test (normality, multicollinearity, and heteroscedasticity). The third stage is to test all hypotheses proposed in this study and will be proven through the partial test (t test), simultaneous test (f test) and coefficient of determination test.

Table 1. Operational Variable

Variable	Code	Indicator	Reference
Motivation (X1)	X1.1	driving force	(Fariany, 2016; S. Hidayat & Sari, 2017; Wijayanti, 2020)
	X1.2	Will	
	X1.3	Willingness	
	X1.4	Responsibility	
	X1.5	Forming skills	
	X1.6	Destination	
	X1.7	Building skills	
Competence (X2)	X2.1	Personality characteristics	(Darmawan, 2014; Pasaribu, 2019; Ratnawati & Atmaja, 2020)
	X2.2	Experience	
	X2.3	Skills	
	X2.4	Beliefs and values	
	X2.5	Attitude	
	X2.6	Interest	
	X2.7	Intellectual ability	
Employee Performance (Y)	Y1.1	Work Quality	(Judge, 2019; Lubis & Siregar, 2021; Sina et al., 2017)
	Y1.2	Working quantity	
	Y1.3	Work relationship	
	Y1.4	Leadership	
	X2.5	Knowledge	
	X2.6	Craft	
	X2.7	Faithfulness	

Data Analysis and Discussion

Data Analysis

This general description of respondents aims to determine the identity of the employees who have been selected as respondents. The classification of respondents is based on gender, age, and last education. Based on the results of research carried out at Water Drinking Maros Regency on 63 respondents through questionnaires, the identity of the respondents can be described in table 2.

Table 2. Demographic Data

Variable	Measurement	n	%
Gender	Man	42	67
	Woman	21	33
Age	22-35	7	11
	36-45	25	40
	46-56	31	49
Level of education	SENIOR HIGH SCHOOL	12	19
	S1	31	49
	Masters/S2	20	32

Source: Primary data processed

In a company, gender can often be a differentiator for activities carried out by individuals. Based on table 2 shows that in this study male respondents were 42 respondents (67%), and the number of female respondents was 21 (33%), with an age distribution between 22-35 years as many as 7 respondents (11%), respondents aged between 36-45 years were 25 respondents (40%), and respondents aged between 46-56 years were 31 respondents (49%). Based on the results of the respondents' answers, there are 12 respondents (19%) who have their last education of high school, 31 respondents (49%) who have their last education in S1, and 20 respondents (32%) who have the last education of S2. So, it can be concluded that most respondents have the last education S1.

The second stage is the classical assumption test, which consists of a normality test, which is carried out to see whether the dependent variable and the independent variable have a normal distribution in the regression model. A good regression model is a regression model that is typically distributed. Conducted to see whether, in the regression model, the dependent variable and the independent variable both have a normal distribution or not. A good regression model is a regression model that is usually distributed.

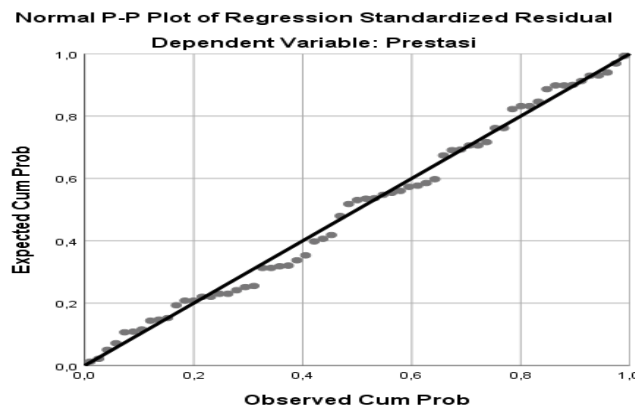


Figure 1. Normality Test Results

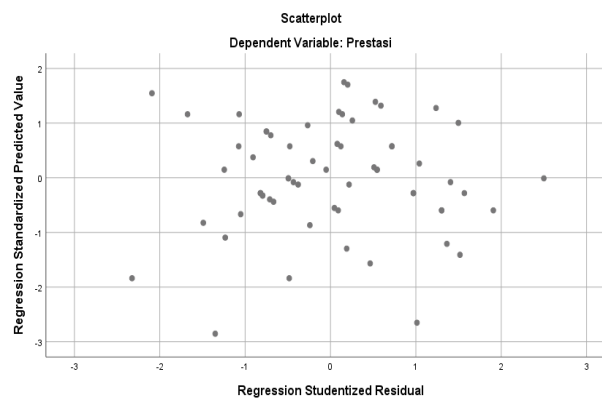


Figure 2. Heteroscedasticity Test Results

Heteroscedasticity test is part of the classical assumptions in regression analysis which aims to test whether in the regression model there is an inequality of variance (variation) from the residual value of one observation to another observation. Based on the diagram in Figure 2, it can be seen that the data are scattered randomly and do not form a specific pattern, this indicates that there is no heteroscedasticity. Thus it can be concluded that there is a difference in the variance of the residuals from one observation to another.

Furthermore, the multicollinearity test aims to test the correlation between the independent variables in the regression model. In a good regression model, there should be no correlation between variables. The commonly used cut-off value is a tolerance value of 0.01. One way to test the presence of multicollinearity can be seen from the Variance Inflation Factor (VIF). If the value of $VIF > 10$ then there is multicollinearity. The test results are presented in table 3.

Table 3. Multicollinearity Test Results
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	,997	,37 0		2,695	,008		
Motivation	,468	,119	,492	3,933	,000	,531	1.92 0
Competence	,278	,121	,288	2,298	0.025	,531	1.92 0

a. Dependent Variable: Tourist Decision

Table 3 shows that the VIF value for each of these research variables is the VIF value for the motivation variable of $1.920 < 10$ and the tolerance value of $0.531 > 0.10$ so that the motivational variable does not occur in multicollinearity symptoms. The VIF value for the Work Competence Variable is $1.920 < 10$ and the tolerance value is $0.531 > 0.10$ so the Work Competence variable does not occur multicollinearity.

The third stage is testing all hypotheses through multiple linear regression analysis. A multiple linear regression test was conducted to determine the functional relationship between the independent variable (independent) and the dependent variable. This study examines the effect of motivation, and work competence on employee performance. The results of linear regression analysis can be seen in Table 4.

Table 4. Multiple Linear Regression Analysis
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	,997	,37 0		2,695	,008
Motivation	,468	,119	,492	3,933	,000
Competence	,278	,121	,288	2,298	0.025

a. Dependent Variable: Achievement

Based on the table of Coefficients of SPSS version 25 output in table 4, it is known that the regression equation is as follows:

$$Y = 0.997 + 0.468 X_1 + 0.278 X_2$$

In the multiple linear regression equation, it can be explained in detail that the value of the constant is 0.997, with a positive value. This means that if there is no change in the variables of Motivation, Competence, then the Water Drinking Maros Regency employees will have a Work Performance of 0.997. The value of the regression coefficient for motivation is 0.468. In this study, it can be stated that motivation has a positive effect on employee performance, and work competence has a positive effect on employee performance. Every increase in Motivation and Competence will have an impact on increasing Work Performance by 0.468.

The value of the regression constant for Work Motivation is 0.468 which states that every 1% addition of motivation will cause an increase in the work performance of the employees of Water Drinking Maros Regency by 0.468. The direction of the relationship between motivation and achievement is in the direction of (+), where an increase in the value of increasing motivation will also result in an increase in employee achievement, and vice versa where a decrease in the value of motivation will also result in a decrease in the work performance of the employees of Drink Maros Regency 0.468.

The skill regression constant value of 0.278 states that each addition of 1% of Work Competence will cause an increase in Work Performance of 0.278. Vice versa, every 1% decrease in work competence will cause a decrease in Work Performance by 0.278. The relationship between the work environment and work performance is in the direction of (+), where an increase in the value of Work Competence will also increase the work performance of Water Drinking Maros Regency employees.

Furthermore, partial hypothesis testing (t test) was carried out to test the significant relationship between the independent variable (variable X) and the dependent variable (variable Y) individually, with a 95% confidence level ($\alpha = 0.05$). The test results can be seen in table 5.

**Table 5. Partial Test Results (t-test)
Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	,997	,370		2,695	,008
	Motivation	,468	,119	,492	3,933	,000
	Competence	,278	,121	,288	2,298	0.025

a. Dependent Variable: Achievement

Source: Data Analysis Results

Table 5 shows that the value of Sig. for the effect of X1 (motivation) is 0.000 < 0.05. This can also be shown by using the Ttable formula, namely: $T_{table} = t_{(\alpha/2; nk-1)} = t_{(0.05/2; 63-2-1)} = (0.025; 60) = 2,00030$, it can be concluded that the value of Tcount is greater than Ttable ($3,933 > 2,00030$). From the results of Sig. and the formula for finding Ttable, motivation has a positive and significant effect on employee work performance at Water Drinking Maros Regency, and Sig value for the effect of X2 (Work Competence).) is $0.025 < 0.05$. This can also be shown by using the T

table formula, namely: $T_{table} = t(\alpha/2; nk-1) = t(0.05/2; 63-2-1) = (0.025; 60) = 2,00030$, it can be concluded that the value of T_{count} is greater than T_{table} ($2,298 > 2,00030$). The results of Sig. and the formula for finding the Work Competency Table has a positive and significant effect on employee performance at Water Drinking Maros Regency.

The F (simultaneous) test is intended to determine the combined effect of the independent variables on the dependent variable. If $F_{count} < F_{table}$, then the independent variable has no significant effect on the dependent variable. If $F_{count} > F_{table}$, then the independent variable has a significant relationship to the dependent variable.

Table 6. F Test Results

ANOVA^a

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3,501	2	1,751	29.915	,000 ^b
	Residual	3,511	60	0.059		
	Total	7,012	62			

a. Dependent Variable: Achievement

b. Predictors: (Constant), Competence, Motivation

Based on the results of the regression in table 6, it is known that the value of Sig. is equal to ($0.000 < 0.05$ and the value of F_{count} 29.915 and the value of F_{table} can be seen using the F_{table} formula, namely: $F_{table} = f(k; nk)$, $f = (2; 63-2)$, $F_{table}(2; 61) = 3.15$. It can be concluded that F_{count} 29.915 $> F_{table}$ 3.15. This shows that the motivation and work competence variables significantly affect work performance. Thus, it can be concluded that the hypothesis testing above rejects H_0 and accept H_1 . This shows that motivation and work competence simultaneously (simultaneously) affect the performance of the Water Drinking Maros Regency employees.

Discussion

In this study, a study was conducted to obtain the expected employee performance, it is necessary to study the variables that affect the work performance of the drinking water company in Maros Regency. One of the critical factors in improving work performance is the motivation variable (X_1). Because of that motivation, several indicators of individual employee needs must be met. The results of hypothesis testing indicate that motivation has a positive and significant effect on the work performance of the drinking water company employees in Maros Regency. The fulfillment of the needs of everyone, will directly affect the level of work performance. The higher the fulfillment of these needs, the better the employee's performance. As explained by Kanfer (2017), motivation is a series of forces that cause people to behave in specific ways. This opinion is not far from Maslow's theory which suggests that the hierarchy of human needs can be used to describe and describe a person's work motivation. In the opinion of Mc. Clleland cited by Mangkunegara (2009) states that there is a positive relationship between motivation and work achievement, meaning that managers with high motivation tend to have high work performance. Conversely, low work performance is possible because their motivation is low.

This study's results align with the research results (Baharuddin et al., 2022; Rahayu,

2018), which found that motivation has a positive and significant impact on employee performance. So the achievement of employee work performance is primarily determined by how high the employee's work motivation is, the greater the employee's work motivation will have an impact on the higher work performance achieved, and vice versa the decrease in work motivation will have a significant impact on the decrease in employee performance. Then (Yatipai et al., 2015) found that motivation significantly affects employee performance at PT Kantor Pos Type C. This is because motivation is decisive in encouraging employee enthusiasm or passion for carrying out specific activities to maximize and increase employee performance. work performance. However, the results of this study are not in line with research (Aldi & Susanti, 2019; A. Fahmi & Hariasih, 2016) which found that motivation did not affect employee performance.

In addition to the motivation variable, the competency variable (X2) was also studied to obtain the work performance of the Air Drink Maros Regency employees. Based on the results of hypothesis testing, it shows that work competence has a positive and significant effect on the work performance of the drinking water company employees in Maros Regency. This means that the increasing competence of employees will be able to improve the work performance of employees in the Regional Public Water Company of Maros Regency, on the other hand, when employee competence decreases, the work performance of employees in the Regional Public Water Company of Maros Regency will also decrease. Work performance problems do not arise randomly or arise just like that. Work performance can be improved by providing motivation and conveying information through communication from superiors to subordinates. The results of this study align with the research that has been done by (Panggabean, 2013) which in his research shows that the competence variable has a significant influence on the work performance of the administrative division employees at PT. Moriss site Muara Kaman. This means that if the competition has increased, then the work performance of the administrative division employees at PT. Moriss site Muara Kaman will increase and vice versa. Then (Harudi et al., 2016) in the research found that employee competence had a positive and significant effect on the work performance of the General Section of the Regional Secretariat of Soppeng Regency.

Conclusions

Based on the results of the research and discussion described, it can be concluded that partial motivation has a positive and significant effect on employee performance. This means that increasing employee motivation will improve employee performance at public water companies in Maros Regency. In addition, work competence has a positive and significant effect on employee performance. This means that the increasing competence of employees will be able to improve the work performance of public water companies in Maros Regency. Meanwhile, work motivation and competence also affect the work performance of the Regional Public Water Company of Maros Regency employees.

Based on the results of the research conclusions put forward, the suggestions given by the researchers include: 1. To maximize the performance of employees at Air Drink Maros Regency, all variables can be used as dimensions of competence in efforts to improve the work performance of

Water Drinking Regency employees. Maros. 2. Work Competencies implemented by leaders and agencies at Water Drinking Maros Regency to be maintained and, if possible, improved by providing training for employees and creating a positive environment to influence employee performance in carrying out their duties and responsibilities can increase. Of course, this has implications for the achievement of predetermined organizational goals.

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