

THE EFFECT OF OCCUPATIONAL HEALTH COMPETENCE AND SAFETY (K3) ON EMPLOYEE PERFORMANCE

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Abstract: This research is to determine the influence of competence and application of occupational health safety (K3) performance of production employees at PT Findora Internusa Cirebon. The research method used is a quantitative research method. The population in this study is the workforce of PT Findora Internusa Cirebon. The technique used in sampling is saturated sample, where the total population used as a sample is 76 respondents. The data collection method uses questionnaires, while the method in this study uses multiple linear regression analysis. Based on the results of the study, it can be concluded that: 1) Competence has a significant effect on performance with a significance value of 0.005, 2) K3 has a significant effect on performance with a significance value of 0.000, and 3) Competence and K3 can be used as predictors of growth or decrease in performance because they have a significance value of 0.000.

Keywords: Competence, Employee Performance, K3.

1. Introduction

PT. Findora Internusa Cirebon was founded in 1994, by PMA (Indonesia, Finland, Belgium). This company is an industry of manufacturing and *exporter* of furniture, baskets from natural fibers/ rattan that produce various kinds of furniture, such as chairs, tables, baskets and other places.

Performance is very important for employees and also the company itself. If a performance produced by employees is good and maximum, the company will benefit from the results of that performance. On the other hand, if the performance results are not optimal, the company will get a loss.

Such as the case that occurs in employees at PT. Findora Internusa Cirebon that there is data on the 2017-2021 production target which has decreased and increased every year which indicates that there is a decrease in performance mapped in the following table:


Table1. Product Target Data in Employee Work in 2017-2021

Not	Year	Production Target (Unit)	Realization of Production (Units)	Percentage (%)
1.	2017	34.304	30.304	88,3%
2.	2018	59.500	45.870	77,1%
3.	2019	28.370	20.452	72,0%
4.	2020	59.629	42.759	71,7%
5.	2021	107.394	89.658	83,4%

Source : PT Findora Internusa Cirebon

In the table above, it can be seen that there is a decrease in the number of production targets produced in each year is unstable, this can be seen from the 2019 target data where the specified target is 28,370 and can only be realized 20,450, which is only 72% and in 2020 it has decreased, namely the target of 59,629 and realized only 42,759 products, which is only 71.7%, and in 2021 there was an increase, namely the company's target of 107,394 realized 89,658, which is 83.4%. This can be seen in the increase and decrease in production every year, because it still experiences a drastic decrease in production targets every year and it shows that there is still a low performance of employees at PT. Findora Internusa Cirebon. This indicates that employee performance must continue to be improved so that production targets can be achieved. One of the factors that affect the work performance of employees at PT. Findora Internusa Cirebon can be seen from the following table of performance appraisal aspects:

Table 2.
Aspects of Employee Work Assessment of PT Findora Internusa for the 2020-2021 Period

Not	 Aspects of Employee Performance Appraisal	Description of values									
		2020					2021				
		SB	B	C	K	SK	SB	B	C	K	SK
1	Labor discipline	-	83	-	-	-	-	80	-	-	-
2	Work attitude (attitude)	-	-	70	-	-	-	-	72	-	-
3	Job responsibilities	-	-	70	-	-	-	-	71	-	-
4	Initiative and creativity in work	-	-	70	-	-	-	-	67	-	-
5	Motivation and willingness to work	-	-	-	60	-	-	-	65	-	-
6	Skills	-	-	75	-	-	-	-	75	-	-
7	Cooperation in work	91	-	-	-	-	-	85	-	-	-
8	Quantity of work		-	74	-	-	-	-	73	-	-
9	Quality of work	-	-	74	-	-	-	-	72	-	-
10	Work loyalty	-	80	-	-	-	-	76		-	-
Total Number of Values		747					736				
Number of Average Values		74,7					73,6				

Source: PT Findora Internusa

Information:

- a. SB (Excellent)= 91-100
- b. B (good)= 76-90
- c. C (Sufficient)= 61-75
- d. K (less)= 51-60
- e. SK (Very Less) = 0 -50

Based on the table above, it shows that the average employee performance of PT Findora Internusa Cirebon in 2020 has a total value of 747 with an average value of 7.47 and has decreased again in 2021 which has a total value of 736 and an average value of 73.6 meaning PT. Findora Internusa Cirebon has a sufficient work nature which states that each part of the company has the same achievement requirements but in all aspects of the assessment has not reached the value requirements determined by the company, even some aspects of the assessment still get C and K grades so that the employee performance assessment is not in accordance with the company's criteria.

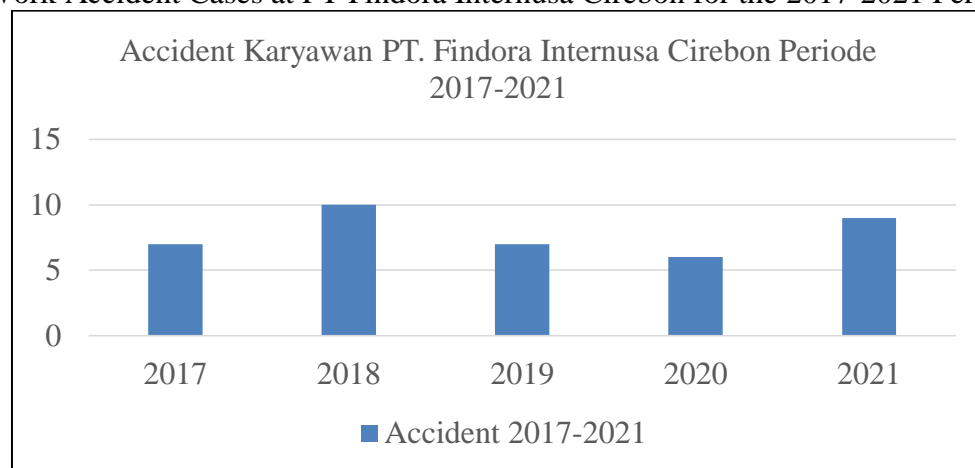
In this case, it indicates that the performance of employees in PT. findora still has to continue to be improved, because the performance of these employees is very necessary for PT. Especially in a market competition that demands companies to be careful in providing goods according to the demands of foreign *buyers* with satisfactory quality. Without the performance of employees as the main actors in production activities, this is impossible to achieve. So it is necessary to pay attention to several factors that support the work performance of employees in the company to achieve the expected targets.

Human resources are inseparable from problems related to occupational health in work that are directly related to machinery and equipment. From this, it can cause risks related to occupational health safety (K3) with risks such as being exposed to sprays of unhealthy materials, knife incisions due to work and occupational diseases, therefore it is required to implement an occupational health safety system (K3) to avoid work accidents during working hours and to get maximum performance results. If work safety is low, it will adversely affect health, resulting in decreased employee work performance.

Regarding occupational health safety, sometimes in the company there are still frequent accidents. Usually work accidents occur on shift 2 because PT Findora Internusa applies a 2-shift work pattern, namely shift 1 hour 08:00-17:00 WIB and *shift 2* hours 17:00-02:00 WIB. The table of employee work accident cases from 2017-2021 is as follows:

Table 3.

Work Accident Cases at PT Findora Internusa Cirebon for the 2017-2021 Period



Source: PT Findora Internusa

Regarding the performance of employees at PT. Findora Internusa Cirebon can be seen from the table of work accident cases in 2017-2019 the accident rate is still quite high, therefore employee performance must be improved and in 2021 experiencing an increase in the accident rate with this through competency training and occupational health safety needs to be more implemented so that the number of work accidents can decrease, so that the company's production target can be realized and the employee's work performance that increases can support the company's target to be achieved.

Several studies that pay attention to the relationship between competence and occupational health safety to employee performance include Jannati & Suhermin, (2020) competence has a positive and significant effect on employee performance. This shows that the higher the competence of PT. XYZ will increase high employee performance as well.

Occupational health safety has a positive and significant effect on employee performance. This shows that the higher the occupational health safety that exists in PT.

Research between competency variables on kinerja is in line with the research of Fadly & Nuridin, (20 21) from the results of the study shows that an increase in competence will encourage improving employee performance. This is because employees have knowledge in supporting work, try to improve knowledge, have technical expertise according to their work, have the ability to identify problems, have initiative in helping colleagues and employees have hospitality in carrying out work. Further research Anjani (2019) competency variables have a positive and significant influence on employee performance. Further research Syahputra & Tanjung, (2020) based on the results of research on the influence of competence on employee performance at PT. Angkasa Pura II (Persero) Kualanamu Branch Office stated that competence has a partial significant effect on employee performance at PT. Angkasa Pura II (Persero) Kualanamu Branch Office.

In addition to the relationship between competency variables and employee performance, it turns out that previous research has considered the relationship between occupational health safety variables and employee performance, including Parashakti & Putriawati (20 20) occupational health safety (K3) has a positive and significant effect on employee performance. This means that good occupational safety and health (K3) will show an influence on the performance of PT. Happy Idkho Independent. Further research Saputra & Wasiman (20 20) occupational health safety has a significant effect on employee performance at PT Harapan Jaya Sentosa. So it can be concluded that the variables of occupational health safety affect the variables of performance. Furthermore, in line with the research of Samad, Sendow & Uhing (20 22) the results of this study have the meaning that the greater the increase that occurs in terms of occupational safety will affect employee performance. The results of this study show that occupational health partially has a significant effect on employee performance, which states that occupational health partially affects employee performance declared accepted or proven. Further research June & Siagian (20 20) variables of occupational safety and health partially have a significant effect on the performance of PT Lautan Lestari Shipyard employees. Furthermore, in line with the research of Bhastary & Suwardi (2018) on the results of the study obtained, the K3 variable has a significant effect on employee performance at PT. Samudera Perdana the results of this study are in line with the research hypothesis which states that K3 affects employee performance at PT. Samudera Perdana. Based on the phenomenon above, researchers are interested in conducting research with the title "The Effect of Occupational Health Competence and Safety (K3) on the Performance of Production Employees at PT.

The purpose of this study is to determine the influence of competency variables and occupational health safety on employee performance. The results of this study are expected to be a reference for subsequent researchers in the field of employee performance management studies, especially employee performance in the production department. In addition, the results of this study can be used as a consideration for company leaders in an effort to improve employee performance.

Competence

Edison, Anwar, & Komariyah (2018) define competence as the ability of an individual to carry out a job correctly and have excellence based on matters concerning knowledge, expertise, and attitudes. Competence can also be defined as competence is part of a person's deep and inherent personality and predictable behavior in various circumstances and tasks

in Sutrisno (2019). Busro, (2018) defines competence as everything that a person has in the form of knowledge, skills, and other internal factors to be able to do something work based on the knowledge and skills possessed.

Edison et al., (2018) explain the three dimensions of work competence, namely: 1) knowledge, 2) expertise and 3) attitude. Spencer and spencer in Sutrisno (2 019) explain 5 dimensions of competence, namely: 1) *Motives*, 2) *Traits*, 3) *Self Concepts*, 4) *Knowledge*, 5) *Skills*. Mathis and Jackson in Sutrisno (2019) put forward 3 dimensions of competence, namely: 1) Knowledge, 2) Skills, 3) Abilities.

Occupational health safety (K3)

Occupational safety indicates a condition that is safe or safe from suffering, damage or loss in the workplace. Meanwhile, occupational health shows a condition that is free from physical, mental, emotional or pain disorders caused by the work environment, (Mangkunegara, 2017). Kasmir, (2019) stated that occupational safety indicates a condition that is safe or safe from suffering, damage or loss in the workplace. Meanwhile, occupational health shows a condition that is free from physical, mental, emotional or pain disorders caused by the work environment. Sedarmayanti (2017) defines occupational safety and health (K3) as supervision of people, machines, materials and methods that include the work environment so that workers do not suffer injuries.

There are 5 dimensions in occupational health safety (K3) according to Mangkunegara (2017), namely as follows 1) The state of the workplace, 2) Air regulation, 3) Lighting regulation, 4) Use of work equipment, 5) Physical and mental condition of employees. There are 6 dimensions of K3 according to Cashmere (2019), namely: 1) Availability of adequate work equipment, 2) Continuous maintenance of equipment, 3) Employee compliance, 4) Work procedures and work instructions at each work site, 5) Air conditions in the room, ventilation, lighting, and noise, 6) Availability of waste sewage. Sedarmayanti (2017) put forward 5 dimensions of K3, namely: 1) Physical factors, 2) Chemical factors, 3) Biological factors, 4) Physiological factors, 5) Psychological mental factors.

Performance

Assessment of performance is always the main concern of the company or organization. The performance of employees or employees greatly affects the development of an organization or company. Every activity or activity carried out by employees in a company is a form of performance. If the performance of employees is poor, then even a company or organization will not develop. This is in line with the definition put forward by Edison et al., (2018) which defines performance as the result of a process that refers to and is measured over a certain period of time based on predetermined terms or agreements. Mangkunegara (2017) stated that performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Busro (2018) stated that performance is the result of work produced, both in terms of quality and quantity of work and can be accounted for according to its role in the organization or company, and is accompanied by ability, proficiency, and skills in completing its work.

Several experts have put forward the dimensions of performance measurement, one of which is Edison (2018) who explained that there are 4 dimensions that can be used to measure performance, namely: 1) *Target*, 2) *Quality* 3) *Time*, 4) *Obeying Principles*. . Mangkunegara (2017) explained 4 criteria that can be used to measure a person's performance, namely: 1) Quality 2) Quantity, 3) Whether or not it can be relied on 4)

Attitude. Busro (2018) explained 3 dimensions of performance, namely: 1) Work results, 2) Work behavior, 3) Personal nature.

Hypothesis Development

The effect of competence on performance

In a company, the most important role is labor. The competence of a qualified workforce will produce a good performance for the company's performance. Work competence will affect the future of a company when work competence is low, the company's performance will decrease, it will hinder the company's steps to success. However, if the competence of employees continues to increase, it will be easier for the company to achieve the company's performance targets. Competence can be a behavioral dimension of expertise or excellence of a leader or staff who has good skills, knowledge and behavior (Sutrisno, 2019). In line with the results of the study, Fadly & Nuridin (20 21) from the results of the study showed that an increase in competence would encourage an increase in employee performance. This is because employees have knowledge in supporting work, try to improve knowledge, have technical expertise according to their work, have the ability to identify problems, have initiative in helping colleagues and employees have hospitality in carrying out work. Further research Anjani (2019) competency variables have a positive and significant influence on employee performance. Further research Sutrisno (2019) based on the results of research on the influence of competence on employee performance at PT. Sutrisno. Angkasa Pura II (Persero) Kualanamu Branch Office stated that competence has a partial significant effect on employee performance at PT. Angkasa Pura II (Persero) Kualanamu Branch Office.

Effect of Occupational Health Safety (K3) on performance

Occupational health safety is also an important thing that companies must pay attention to. Every company that implements an occupational health safety management system will create a very safe, comfortable work atmosphere and can ensure the safety of employees' occupational health. So that when they do a job that has a high risk they will not be too afraid because they have guaranteed occupational health safety, this will make employees' work performance stable or increase. This statement is supported by an expert opinion, namely Sutrisno (2019) stated that with the existence of an occupational safety and health program, work accidents can be minimized. Then with guaranteed occupational health both physically and mentally, employees can carry out activities normally, so that the results can be better. Then the work process that is carried out is not disturbed, meaning that occupational health safety can affect the performance achievements and work results of employees in the company.

Parashakti & Putriawati (20 20) conducted occupational health safety (K3) research on positive and significant effects on employee performance. This means that good occupational safety and health (K3) will show an influence on the performance of PT. Happy Idkho Independent. Further research Saputra & Wasiman (20 20) occupational health safety has a significant effect on employee performance at PT Harapan Jaya Sentosa. So it can be concluded that the variables of occupational health safety affect the variables of performance. Furthermore, in line with the research of Samad, Sendow & Uhing (20 22) the results of this study have the meaning that the greater the increase that occurs in terms of occupational safety will affect employee performance.

Further research June & Siagian (20 20) variables of occupational safety and health partially have a significant effect on the performance of PT Lautan Lestari Shipyard

employees. Furthermore, in line with the research of Bhastary & Suwardi (2018) on the results of the study obtained, the K3 variable has a significant effect on employee performance at PT. Samudera Perdana the results of this study are in line with the research hypothesis which states that K3 affects employee performance at PT. Samudera Perdana.

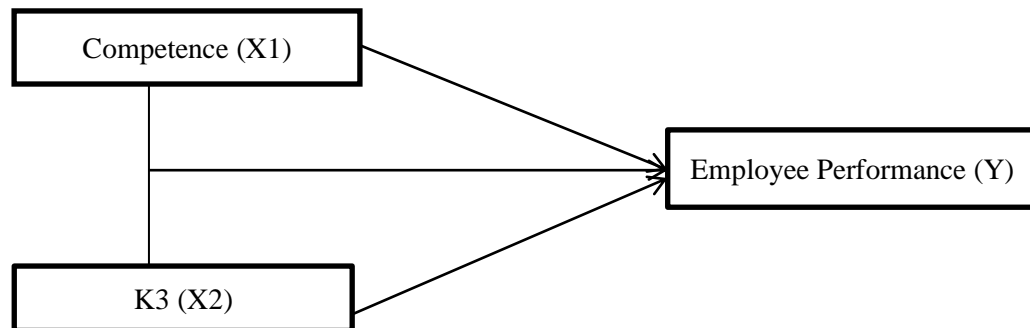


Figure 1. Frame of Mind

Source : (Kasmir, 2019; Parashakti & Putriawati, 2020; Saputra & Wasiman, 2020; Samad, Sendow & Uhing, 2022; June & Siagian, 2020; Bhastary & Suwardi, 2018)

Hypothesis

Based on the framework of thought, the research hypothesis can be formulated as follows, namely:

1. It is suspected that there is a significant influence between competence and performance.
2. It is suspected that there is a significant influence between occupational health safety and performance.
3. It is suspected that there is a significant influence between competence and occupational health safety together on performance.

2. Research Methods

The research method that will be used is associative to determine the relationship between independent variables (which affect) namely competence (X_1), occupational health safety (X_2) and dependent variables (which are influenced) namely employee performance (Y). And using quantitative methods because of the hypothesis that will be tested using statistical tests. In this study, there is one dependent variable, namely performance and two independent variables, namely competence and occupational health safety (K3). The dimensions used in the competency variables are: 1) Motive, 2) *Nature*, 3) *Self Concept*, 4) *Knowledge*, 5) *Skills*. *Spencer and spencer* (Edison et al., 2017). The dimensions used in occupational health safety variables are: 1) Availability of adequate work equipment, 2) Continuous maintenance of equipment, 3) Employee compliance, 4) Work procedures and work instructions at each work site, 5) Air conditions in the room, ventilation, lighting, and noise, 6) Availability of waste sewage disposal (Sutrisno, 2019). The dimensions used in performance variables are: 1) Work results, 2) Work behavior, 3) Personal nature. (Busro, 2018). The population in this study was all employees of the production department of PT. Findora Internusa Cirebon has 76 employees. The sampling technique, namely the number of samples in this study, made all employees of the production department at PT. Findora Internusa Cirebon who worked in the company totaled 76 employees to be used as respondents in the study. The samples in this study used a saturated sampling technique. The data withdrawal technique in this research

uses a questionnaire with a scale of measuring research instruments using a likert scale. The data analysis technique used is multiple regression analysis.

3. Results and Discussion

3.1. Result

Based on the results of data processing obtained the characteristics of the respondents are obtained which are shown in the following table:

Table 3. Characteristics of Respondents

Category	Description	Sum	Percent (%)
Gender	Man	48	63,16
	Woman	28	36,84
Age	< 25 years	4	5,27
	25 - 35 years old	20	26,31
	36 - 45 years old	30	39,48
	45 - 55 years old	22	28,94
Education	SD	28	36,84
	JUNIOR	23	30,27
	SMA	25	32,89
	Bachelor	0	0
Period of service	< 5 years	2	2,63
	5-10 years	43	56,58
	11-15 years	27	35,52
	>15 years	4	5,27

Source : Data Processing Results, 2022

Based on the table regarding the characteristics of respondents, it shows that the respondents who are the object of this study consist of men as many as 48 employees or 63.16% of the total number of respondents, while women as many as 28 employees or 36.84% of the total number of respondents. So it can be concluded that the respondents in this study are mostly men, based on age, the majority of respondents are aged 36-45 years, based on education level, the majority of respondents have an elementary education level, and have a service period of 5-10 years.

To determine the accuracy of the instrument in measuring the variables studied, researchers tested the validity of the instrument variables competence, occupational health safety (K3) and performance in the table below:

Table 4. Instrument validity test results

Competence		K3		Performance	
Number	R Count	Number	R Count	Number	R Count
1	0,727	1	0,847	1	0,799
2	0,688	2	0,776	2	0,777
3	0,797	3	0,787	3	0,778
4	0,805	4	0,713	4	0,609
5	0,845	5	0,789	5	0,751
6	0,805	6	0,781	6	0,781
7	0,816	7	0,815	7	0,773

8	0,761	8	0,707	8	0,783
9	0,801	9	0,722		
10	0,687	10	0,705		
11	0,749	11	0,773		
12	0,694	12	0,763		

Sumber : data processing results, 2018

Based on the results of validity testing, it is known that the instrument in the competency variable is valid, the instrument in the occupational health safety variable (K3) is valid and the employee performance variable instrument is valid, because it has a calculated r value greater than the table r, the entire r calculate value is greater than 0.2257.

To determine the degree of consistency of the research instrument, the researcher conducts an instrument reliability test whose results can be found in the table below:

Table 5. Reliability statistics

Variable Name	Alfa Cronbach	N of Items
Competence	0,951	12
Occupational health safety	0,951	12
Performance	0,928	8

Source : Data Processing Results, 2022

Based on the results of the reliability test, it is known that the value of Cronbach's Alpha competency variable is 0.951, the value of Cronbach's Alpha variable of occupational health safety is 0.951, the value of Cronbach's Alpha employee performance variable is 0.928, this shows that all research variables are reliable because the value of Chronbach Alpha is above 0.6.

To find out the magnitude of the influence of competency variables and occupational health safety on employee performance, it can be known by looking at the summary model table that can be found in the table below:

Table 6. Model Summary

Pattern	R	R Square	Customized R Square	Std. Estimation Error
1	.647 ^a	.418	.403	3.929
a. Predictor: (Constant), K3 (X2), Competence (X1)				
b. Dependent Variables: Performance				

Source : Data Processing Results, 2022

Based on the table above, it is known that the correlation coefficient of competency variables and K3 to employee performance is 0.647, this means that the degree of closeness of the relationship between the variables of competence and occupational health safety to employee performance is included in the strong category.

The value of the coefficient of determination of the competency variable and K3 on employee performance is 0.418, this means that the influence of competency variables and K3 on employee performance is 41.8%.

To find out the significance of the influence of competency variables and K3 on employee performance, it can be seen from the table below:

Table 7. Useful

Pattern	Non-Standard Coefficient	Standard Coefficient	T	Sig.
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		B	Std. Error	Beta		
1	(Constant)	9,084	3,151		2,883	.005
	Competence	.203	.070	.312	2,885	.005
	K3	.277	.072	.418	3,871	.000
a. Dependent Variables: Performance						

Source : Data Processing Results, 2022

Based on table 6 it is known that the Sig value of the competency variable is $0.005 < 0.05$, this means that there is a significant influence between competence on performance, furthermore it is known that the Sig value of the K3 variable is $0.000 < 0.05$, this means that there is a significant influence between the K3 variable on employee performance.

To determine the significance of the influence of competence and K3 on employee performance simultaneously, it can be seen in the ANOVA table below:

Table 8. ANOVA

Pattern		Number of Boxes	Df	Mean Squared	F	Sig.
1	Regression	810,784	2	405,392	26,268	.000 ^b
	Remnant	1126,624	73	15.433		
	Entire	1937,408	73			
a. Dependent Variable: Performance (Y)						
b. Predictor: (Constant). K3 (X2), Competence (X1)						

Source : Data Processing Results, 2022

Based on the table above, it is known that the value of Sig is $0.000 < 0.05$, so we can conclude that simultaneously there is a significant influence between competence and K3 on employee performance.

3.2. Discussion

The effect of competence on performance

Based on the results of the study, it is known that competency variables have a positive and significant influence on performance, this means that competence has a real influence on improving performance, with increasing competence it will improve employee performance. The results of this study support the results of previous research conducted by Fadly & Nuridin (2021) from the results of the study showing that an increase in competence will encourage improving employee performance. This is because employees have knowledge in supporting work, try to improve knowledge, have technical expertise according to their work, have the ability to identify problems, have initiative in helping colleagues and employees have hospitality in carrying out work.

Further research Anjani (2019) competency variables have a positive and significant influence on employee performance. Further research Syahputra and Tanjung (2020) based on the results of research on the influence of competence on employee performance at PT. Angkasa Pura II (Persero) Kualanamu Branch Office stated that competence has a partial significant effect on employee performance at PT. Angkasa Pura II (Persero) Kualanamu Branch Office.

The Effect of K3 on Performance

Based on the results of the study, it is known that K3 has a positive and significant influence, this means that K3 has a real impact in improving employee performance, the more applied occupational health safety to employee performance, the higher the employee's performance will be.

The results of this study corroborate the results of previous studies that examined the influence of motivation on employee performance. One of them is Parashakti & Putriawati (20 20) conducting occupational health safety (K3) research in a positive and significant effect on employee performance. This means that good occupational safety and health (K3) will show an influence on the performance of PT. Happy Idkho Independent. Further research Saputra & Wasiman (20 20) occupational health safety has a significant effect on employee performance at PT Harapan Jaya Sentosa. So it can be concluded that the variables of occupational health safety affect the variables of performance.

Furthermore, in line with the research of Samad, Sendow & Uhing (20 22) the results of this study have the meaning that the greater the increase that occurs in terms of occupational safety will affect employee performance.

Further research June & Siagian (20 20) variables of occupational safety and health partially have a significant effect on the performance of PT Lautan Lestari Shipyard employees. Furthermore, in line with the research of Bhastary & Suwardi (2018) on the results of the study obtained, the K3 variable has a significant effect on employee performance at PT. Samudera Perdana the results of this study are in line with the research hypothesis which states that K3 affects employee performance at PT. Samudera Perdana.

4. Conclusion

Based on the results and discussion, it can be concluded that: 1) K3 has a significant influence on performance, 2) K3 has a significant influence on performance, 3) Competence and K3 can be used as predictors of ascending or turu nnya performance. The implications that can be applied from this research include that management needs to: 1) Conduct tiered competency skills training so that employees are ready to carry out various jobs that change in each job project according to market demand. 2) Select employees who have high competence. The management needs to make efforts to improve the application of K3 to employee performance which includes the feasibility of the work equipment used and tighteningtherequirements on regulations.

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