The Influence of Human Resource Competency on the Effectiveness of Employee Work at Regional Financial and Asset Management Agencies West Sumbawa Regency

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Article Info	Abstract
    Keywords: *Employee Work Effectiveness;* *Work Effectiveness.*	*The author's aim in conducting this research is to find out how human resource competence greatly influences employee performance. With increasing demands for efficiency and effectiveness in managing regional finances and assets, this research becomes relevant for improving organizational performance. This research used quantitative methods with a sample size of 75 people. The research method used is simple linear regression. The result is a significant value of 0.601, meaning 0.601 is greater than 0.05. Thus, in particular, human resource competency does not have a positive influence on employee work effectiveness. This means that human resource competency has been proven not to influence the effectiveness of the work of the West Sumbawa Regency Regional Financial and Asset Management Agency in its work.*

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1. INTRODUCTION

Currently, human resource issues are still in the spotlight and the focus for surviving in the era of globalization. Human resources have a major role in every agency activity. Even though it is supported by excessive infrastructure and financial resources, without the support of reliable human resources, agency activities will not run well. Human resources are the main key that must be considered with all its needs. Human resources are the spearhead that will determine   successful implementation of agency activities. Human resource management influences organizational performance with the management practices carried out and has quite broad targets not limited to employees operational only, but includes managerial levels. The essence of human resource management is managing people within the organization optimally so that the organization's performance is as expected.

According to Donni Juni Priansa (2018: 252) "the success of an organization is largely determined by the quality of the human resources within it. In this way, the organization does not only focus on reliable work performance and productivity through employee-based development computer". Wirawan (2018:1) human resources are people referred to as managers, employees, employees, workers or work institutions who work for the organization. Human resources are the basis and key of all organizational resources.

Other resources can only be obtained and function if the organization has them knowledge, skills, competence, entrepreneurship and excellent physical and mental health, talent, work ethic and high work motivation which can make the difference between an organization being successful or failing. Effectiveness and efficiency of other organizational

resources can only be achieved if the human resources are of high quality."

The assumption that arises from human resource management is that humans have reason, feelings, desires, ability,   skills, knowledge, drive, power and character. All of this potential influences the organization's efforts to achieve its goals. No matter how advanced technology, capital and natural resources are, without human resources it will be difficult for an organization to achieve its goals. No matter how good the formulation of organizational goals and plans are, they will be in vain if the human resource element is not managed properly professionally.

Effectiveness is the relationship between output and the goals or objectives that must be achieved. Operational activities are said to be effective if the activity process achieves the final policy goals and objectives. According to Abdulrahmat in Rizka Junita's thesis (2019: 13) effectiveness is the conscious use of resources and infrastructure in a certain amount. set in advance to produce a certain amount of work on time. According to another opinion, effectiveness is the existence of compatibility between people who carry out tasks with target people and how an organization succeeds in obtaining and utilizing resources in an effort to realize operational goals. Effectiveness is the compatibility between the person carrying out the task and the target person and how an organization succeeds in obtaining and utilizing resources in an effort to realize operational goals. Based on understanding, it can be stated that effectiveness is related to the implementation of all main tasks, achievement of goals, timeliness, and active participation from members.

According to Noverman Duadji (2021) effectiveness is a condition or level of organizational achievement in completing a job in a timely manner. Syam (2020) said that basically understanding effectiveness is a condition that shows how far a target has been achieved by management such as quality, quantity and time, where the target has been determined in advance. The more targets that can be achieved, the more effective the activity will be. The word effectiveness can also be interpreted as a certain effort or a level of success that can be achieved by a person or organization. Can conclude that effectiveness is success in achieving goals or targets, in which a situation or level of organizational achievement in completing work can be realized well.

Human resources have an important role for organizations because human resources are processor system, so that this system continues to run, of course its management must pay attention to important aspects such as competence, discipline, education and training as well as the level of work comfort so that the employees concerned can be encouraged to provide all the abilities required by the organization. Human resources with good performance will ultimately produce good employee performance as well.

One of the reasons that made the author conduct this research was to find out how human resource competence greatly influences employee performance. With increasing demands for efficiency and effectiveness in managing regional finances and assets, this research becomes relevant for improving organizational performance. Then the low quality of human resources can result in a decrease in work effectiveness. This research can help identify competency factors that need to be improved to improve employee performance and the contribution to policy from the research results can provide input for decision makers in formulating better human resource development policies, which in turn can improve organizational performance. This research was carried out at the West Sumbawa Regency Regional Financial and Asset Management Agency. The Financial and Asset Management Agency carries out the preparation and implementation of regional policies in the field of regional financial management based on the principle of decentralization and the task of creation, as supporting elements for the Regent's duties to carry out the preparation and

implementation of policy finance-specific areas. The West Sumbawa Regency regional financial and asset management body is led by a Head of Service who is based under and is responsible to the Regent through the Regional Secretary.

The functions of the Regional Financial and Asset Management Agency include formulation and preparation of technical policies in the field of regional financial, revenue and asset management. Guidance and implementation of tasks in the field of regional financial, income and asset management. Maintenance government affairs and public services in the field of financial management, regional income and assets. Carrying out efforts to improve public services in the areas of financial management, regional income and assets. Preparation of policies and guidelines implementation of regional income and expenditure budget. Coordinating the management of income, regional investment and regional assets. Technical services and administrative in the field of regional financial management, changes to regional budgets and revenues. Organize the function of regional general treasurer. Preparation of financial reports which constitute accountability implementation of regional income and expenditure budgets. Implementation of management guidance, control and evaluation. Regional finances and assets, regional losses and financial management of the Regional Public Service Agency. Maintenance secretariat and implementation of management, inventory and empowerment of regional assets.

All employees of the Regional Financial and Asset Management Agency of West Sumbawa Regency are 75 employees, consisting of 5 fields, namely the secretariat field, totaling 19 employees. added 1 Head of Agency, 15 employees in the assets sector, 18 employees in the treasury sector, 12 employees in the accounting sector and 11 employees in the budget sector. The performance of employees in the West Sumbawa Regency Regional Financial and Asset Management Agency is the result of the performance of each employee within it who has been given duties and responsibilities. Therefore, the overall performance of the employees of the Regional Financial and Asset Management Agency of West Sumbawa Regency will be reflected in the results of the performance achievements of the Regional Financial and Asset Management Agency of West Sumbawa Regency in implementing the program of activities that have been determined. Apart from that, it is hoped that this research can have an impact and change the community's paradigm regarding employees who are considered to be always slow in providing services, and poor performance which is characterized by the quality and performance of these employees not being measurable.

Problem Formulation.

Based on the background that has been described on So the problem in this research can be formulated as follows
1. How does Human Resources competency influence employee performance at the West Sumbawa Regency Regional Financial and Asset Management Agency
2. How is the influence effectiveness employee work at the Regional Financial and Asset Management Agency Regency West Sumbawa

2. RESEARCH METHOD

The research used in this research is quantitative research methods. According to Sugiyono (2019) quantitative research methods are research methods based on positivist philosophy, used to research certain populations or samples, collecting data using instrument research, quantitative or artistic data analysis, with the aim of testing predetermined hypotheses. Types of research. The research location is at the West Sumbawa Regency Regional Financial and Asset Management Agency Service, Kemutar Telu Center (KTC) Complex, Kuang, District. Taliwang, West Sumbawa Regency, West Nusa Tenggara. To support this research, the entire population will be taken as (*purposive population),* namely all employees at the West Sumbawa Regency Regional Financial and Asset Management Agency, a total of 75 employees. Collection Techniques Yang's data used are Observation, interviews and, Questionnaires or Questionnaires.

A. Data Analysis Techniques

The analytical method that can be used in this research is linear regression analysis simple. This method allows researchers to measure the influence of the independent variable (human resource competency) on the dependent variable (employee work effectiveness).

1. Validity Test.

This test is to determine accuracy and determine benchmarks for a company. This validity test uses the SPSS application, which is an application for analyzing statistical data. The correlation number is obtained by looking at the asterisk on the total score result or, e., comparing it with the correlation-free r value which shows it is valid. The assessment criteria for the validity test are if r count > r table, then the item questionnaire is declared valid. And if the r count < table, then it can be stated that the questionnaire item is invalid.

2. Reliability Test.

According to Sugiyono (2020) in a book that is widely used in academic circles, Sugiyono states that reliability is the level of consistency of measurement results when invited under the same conditions. According to him, it is said to be reliable if the tool produces consistent data over time.

B. Data Analysis Methods.

The data analysis method in this research is using   simple linear regression method.
The equation of simple linear regression is

$$Y = a + bX$$

Information:

Y is employee work effectiveness (dependent)

X is human resource competency (independent)

$$[\, a \,;\, (\, df = n - k \,)\,]$$

a is a Constant

b is the direction of the regression coefficient, which shows the rate of increase or decrease in the dependent variable Which based on variables independent. If b (+) then it increases, and b (-) then there is a decrease in the subject's X in the variable independent which has a certain value.

C.Partial Test (t Test)

If in this research a hypothesis test will be carried out, namely determining whether there is an impact of Human Resource Competency (Variable X) as an independent variable on Effectiveness Employee Work (Variable Y) as dependent/dependent variable.

D.R² Coefficient of Determination Test.

The purpose of this test is to find out how much great shows how large a proportion of the total variation of the dependent variable can be explained by the variable the explanation. The higher the value R² the greater the proportion of the total variation in the dependent variable that can be explained by the independent variable.

3. RESEARCH RESULTS AND DISCUSSION
1. Validity Test Results

The validity test aims to find out each question is valid. The validity test results of the items include Human Resource Competency and Employee Work Effectiveness.

The results of observations in the r-table show that the sample value df = (N-2) = 0.227. Referring to the results of the validity test, it was found that the Human Resource Competency (X) variable produced an r-count $\geq$ than r-table. So, it can be concluded that the instrument in this research can be said to be valid.

V	S	r-hit	r-tab	Is
(AND)	Y.1	0,673	0,227	Valid
	Y.2	0,589	0,227	Valid
	Y.3	0,486	0,227	Valid
	Y.4	0,420	0,227	Valid
	Y.5	0,334	0,227	Valid

Table of Y Validity Test Results

Source: Data processed using SPPS 27 (2024)

The results of observations in the r-table show that the sample value df = (N-2) = 0.268. Referring to the results of the validity test, it was found that the Employee Work Effectiveness variable (Y) produced a calculated r-$\geq$ than r-table. So, it can be concluded that the instrument in this research can be said to be valid.

2. Reliability Test Results

Reliability testing was carried out. A variable is declared reliable when Alpha coefficient $\geq$. Meanwhile, a variable is declared unreliable if the Alpha coefficient <0.60. The result of the formula above is 0.388, the Alpha coefficient is > 0.80, which means the variable is stated reliability.

Reliability Statistics

Cronbach's Alpha	N of Items
.360	5

Source: Data processed using SPPS 27 (2024)

Human Resources Competency produces an alpha cornbrach value ≥ 0.60. Until you can conclude that instrument in this research is reliable. From the results of the reliability test, the value of the Employee Work Effectiveness variable produces an alpha cornbrach value ≥ 0.60. So it can be concluded that the instrument in this research is reliable

3. Data Analysis Method (Simple Linear Regression)

Based on the results of the Simple Linear Regression test in the table it is known that the resulting constant value is 307.05, meaning that it shows that there is no unidirectional influence between the human resource competency variable on employee work effectiveness. So human resource competency is 10, then work effectiveness.

employees are estimated at 307.05. The resulting regression equation is $Y = 307.05 - 0.050\,X$ indicates that there is

	Coefficients^a			
Model	Unstand Coe	Standar	T	Sig.

connection negative between human resource competence and employee work effectiveness, although this relationship is not statistically significant. Shows the average change in the dependent variable (Y) for every one-unit change in the independent variable (X). In this case, the coefficient for "HR Competency" is −0.050, which means that every one unit increase in "HR Competency" is expected to reduce the value of the dependent variable (Employee Work Effectiveness) by   0.050 units, although not statistically significant (p-value = 0.601).

4. Coefficient Test Determination R²

From the results of these calculations, the R value, or correlation coefficient, shows the strength and direction of the linear relationship between the independent variable and the dependent variable. The R value is 0.061. This shows that there is a very weak relationship between the HR competency variable and the variable's effectiveness employee work. The R value ranges from -1 to 1, where a value close to 1 indicates a strong positive relationship, and a value close to -1 indicates a strong negative relationship. In this case, R^2 is 0.004, which means only 0.4% of the variation in the dependent variable can be explained by HR competency, this value is very low. In this case, the SE is 0.883.

5. Test Partial (Uncle)

The significant value of 0.601 is greater than the value significance spps, which is 0.05, is greater, meaning it has no influence on employee work effectiveness. Based on the table results on, then the partial hypothesis (T test) if t-count < t-table for a = 0.05, then partial has an effect on employee performance and if t-count > t-table for a = 0.05, then there is no effect partial on the performance of Uji employees Partial (F test) The calculated F is less than or equal to 36.5, then there is not enough evidence to reject the null hypothesis. In this context, you mentioned that the F-table value is 36.5. This means that at a certain significance level (for example, 0.05), the critical value for an F distribution with 2 and 73 degrees of freedom is 36.5.

Based on the results above, the significant value obtained is - 0.001, smaller than the alpha value (a= 0.05) which is used and the F-calculated value of 0.276 is greater than the F-table, meaning that together the Human Resource Competency variable has a positive and significant effect on Employee Work Effectiveness.

The result is a significant value of 0.601, meaning 0.601 is greater than 0.05. Thus, in a way partial Human resource competency does not have a positive influence on employee work effectiveness. This means that human resource competency is proven not to influence the effectiveness of the work of the West Sumbawa Regency Regional Financial and Asset Management Agency in its work. The results of this research are supported by Tiara Yulistiani Goi (2022) who researched "The Influence of Human Resource Competency on Employee Work Effectiveness at the District Samsat Office Gorontalo" This research aims to determine the influence of Human Resource Competency on Employee Work Effectiveness at the Gorontalo Samsat Office. The method used in this research is a quantitative research method, which states that human resource competence has a positive and significant effect on employee work effectiveness.

4. CONCLUSION

Based on the results of the discussion and data analysis in this research, conclusions can be drawn Withdrawn as follows:

1. The validity test results show that all question items used to measure the Human Resources (HR) Competency and Employee Work Effectiveness variables are proven to be valid. This means that Research instruments are able to measure what they should measure. In addition, the validity coefficients for both variables show adequate values, indicating that the instrument is the result of a validity test   reliable.

2. Based on the results of the validity test, the results of the validity test show that all question items for the HR Competency and Effectiveness variables Employee work is valid. The reliability test results also show that all research instruments have a good level of reliability. In other words, the measuring instruments used in this study are consistent and can be trusted to provide stable results when used in repeated measurements. Based on the results of the Simple Linear Regression test in the table, it is known that data analysis was carried out using a simple linear regression method. The results of the analysis show that there is a relationship between HR Competency and Employee Work Effectiveness. However, this relationship is negative, which means that an increase in HR Competency tends to be associated with a decrease in Employee Work Effectiveness. However, the constant value from this

analysis provides an idea of the level of employee work effectiveness if there is no influence from HR Competency.

3. Based on results on, although a negative relationship was identified, the results showed that this relationship was not statistically significant with p-value of 0.6010.601, which is much greater than the significance level of 0.050.05. This indicates that changes in HR Competency do not have a significant effect on the Work Effectiveness of Employees at the Regional Financial and Asset Management Agency of West Sumbawa Regency.

4. Although there are indications of a negative relationship between HR Competency and Employee Work Effectiveness, it is important to note that this relationship is not statistically significant. The P-value obtained is much greater than the specified significance level, indicating that changes in HR Competency do not have a significant influence on Work Effectiveness Employee at the West Sumbawa Regency Regional Financial and Asset Management Agency. This implies that other factors may have more influence on the work effectiveness of employees at the institution.

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