The Effect of Competence and Work Motivation on Employee Employee Performance with Job Satisfaction as a Mediating Variable at PT Media Musik Pro-active

[1]Nindya Wulandari ; [2] Suharto. ; [3] Harry Indra Tjahyo
[1,2,3] Master of Management Study Program, Krisnadwipayana University
Email Corespondent : nindiawulandari@gmail.com

ABSTRACT :

Indonesia's music industry is rapidly growing, with various genres and artists attracting musicians from various groups and organizations. The development of this industry has made it a highly sought-after and valuable sector for both musicians and the music industry. Major Labels are companies that manage and promote their music, promoting and preserving the rights of their artists. The success of a company can be attributed to the quality of its employees, which can be influenced by various factors such as education, skills, competencies, work ethics, motivation, health, work environment, social issues, work environment, climate change, technology, production, management, and performance. Competencies are essential for individuals to perform their jobs effectively and improve professional quality in their field. Quantitative research methods, such as data collection, analysis, and interpretation, are used to study populations and gather data. The analysis of job performance variables reveals that most employees at PT Media Music Proaktif believe that the indicators of job performance are based on job quality, quantity, performance, and performance. The most significant contribution to job performance is the importance of understanding and implementing these variables for individual and team performance, building relationships between employees and management, and creating a healthy work environment. The most significant contribution to job performance is the quality of work facilities, which can lead to job satisfaction and satisfaction, as demonstrated in the case of AC in the same area.

Keywords: **Competency ; work motivation ; performance ; work satisfaction**

INTRODUCTION

The music industry in Indonesia is currently growing rapidly, marked by the emergence of various genres or genres of music, giving birth to many musicians ranging from groups and individuals. The music industry currently has a very large and profitable role for musicians to introduce their music to the wider community. This development makes the music industry a very profitable and promising thing, not only for musicians but also for the owners of the Recording Industry. The recording industry is divided into two, namely Major Label and Indie Label. The definition of Major Label itself is a record company that conducts and manages sound recordings as well as marketing, promotion, and copyright protection for the musicians it supports. While Indie Label can be interpreted as an independent or independent record label that is arguably not controlled by major record companies.

The success rate of a company can be seen from the performance of the company's employees in managing its resources. Companies with good employee performance have effectiveness in handling production and handling their employees. In the current era of globalization, human resource issues are the foundation for companies that primarily maintain the performance of the employees themselves. All company demands in maintaining and

managing quality human resources are increasingly urged by the changing environmental dynamics. (Haryo & W, 2018). It is said to be productive if these resources have high employee performance and can achieve predetermined goals or targets and can be responsible for completing tasks on time. (Putu, Claudia, & Suana, 2018). Employee performance is a result obtained from the tasks performed by employees. In a company, employee performance is important in order to increase company results (Hendri & Rismansyah, 2016). Employee performance does not stand alone, but is related to various variables, and talk about employee performance is often associated with work ethic, corporate culture, prosperity, motivation, and so on. (Sutrisno, 2011: 208).

PT Media Musik Proaktif was established on July 7, 2005 and founded by agi sugiyanto. as a record label and artist management company we house several groups, bands and solo artists such as trio tiger, adista, duo amor, d'mojang. musik proaktif is also a place for hundreds of content and partners. honesty and reliability are our core values that we internalize to our partners, artists and employees. Of course, in running its business, the company requires a very high level of employee performance that can provide benefits to the company.

The factors that affect employee performance are education level, skills, competence, attitudes and work ethics, motivation, nutrition and health, income level, social security, work environment, work climate, technology, production facilities, management and achievement (Sutrisno, 2009: 102). Competence is an ability to carry out or perform a job or task based on skills and knowledge and supported by the work attitude required by the job. The competencies possessed by each employee are different from one another, so many use this competency dimension as a measurement in assessing individual employee performance. Competence as a person's ability to produce at a satisfactory level at work also shows the characteristics of knowledge and skills possessed or required by each individual who is able to perform their duties and responsibilities effectively and improve professional quality standards in work.

Literature Review

The grand theory used in this study is Hezberg's two-factor theory. Herzberg's hygiene motivation theory is often referred to as two-factor theory and is centered on sources of motivation related to work completion (Andjarwati, 2015). This two-factor theory consists of hygiene factors and the second is called motivator factors or hygiene and motivational factors. Herzberg stated that these two factors do not coexist with each other. He argues that if there is a high motivator factor, it will cause high satisfaction, otherwise if the hygiene factor is high, it will cause workers to be dissatisfied (Herzberg, 1959) in (Andjarwati, 2015). Therefore, these two factors really need to be used as a reference that the existence of satisfaction or not in employees will affect employee performance.

Herzberg uses the term "hygiene" which means that there is a function that aims to eliminate various risks in the work environment (Andjarwati, 2015). With the existence of various risks in the work environment, it can affect the performance of employee employees. A healthy work environment can prevent job dissatisfaction, but a healthy environment also does not guarantee a person's self-adjustment can affect the existence of dissatisfaction (Andjarwati, 2015).

Employee employee performance according to Siagian in Fachrezi hakim and Hazmanan Khair (2020: 109) explains the definition of employee employee performance is "A work result achieved during a certain time". Sedarmayanti in Burhannudin, et al (2019: 192) states that employee employee performance is "the achievement of a person or group in an organization in completing their duties and responsibilities in order to achieve organizational goals legally, without breaking the law, and morally and ethically". According to the State Administration Institute of the Republic of Indonesia in Tri Maryati (202: 7), employee employee performance is "an achievement at a certain level in a worker, program, policy that is aligned with the realization of the company's goals, vision, mission and objectives." According to Kasmir in Fachrezi hakim and Hazmanan Khair (2020: 109) explained that employee performance is the result of a person's work and work behavior in a period.

From the theories above, we can know that employee performance is the result of the work of employees in achieving activities carried out by these employees to realize the goals, vision and mission of an organization. Therefore, the researcher concludes that the definition of performance is a result of the work of an employee in a process or implementation of tasks according to his responsibilities in a certain period that can affect the achievement of a particular organization.

Competency is a term that is often heard and spoken by many people. We also often hear or even say the term in various uses, especially in relation to human resource development. Some interpret competence as equivalent to ability or proficiency, others interpret it as equivalent to skills, knowledge and higher education. For more details, several definitions of competence will be presented (Priansa, 2017). Competence is a characteristic that underlies a person related to the effectiveness of individual employee performance in his job or the basic characteristics of an individual who has a causal or causal relationship with the criteria used as a reference. Competence lies inside every human being and is forever present in a person's personality that can predict behavior and performance broadly in all work situations and tasks (Triastuti, 2019).

Employee competence is something to carry out a job or task based on skills and knowledge and supported by the work attitude demanded by the job. The skills or abilities required by employees are demonstrated by the ability to consistently provide an adequate or high level of employee performance in a job function. According to Agustian et al., (2018) explains that competence is an ability to carry out or perform a job or task based on skills and knowledge and supported by the work attitude required by the job. Competence also shows the characteristics of knowledge and skills possessed or required by each individual that enable them to perform their duties and responsibilities effectively and improve professional quality standards in their work.

Based on the description above, the meaning of competence contains a deep and inherent part of a person's personality with predictable behavior in various circumstances and job tasks. Predicting who performs well and less well can be measured by the criteria or standards used. Competency analysis is compiled mostly for career development, but determining the level of competence is needed to determine the effectiveness of the expected level of performance.

In a company, it takes an employee who works with healthy motivation, this is because motivation greatly affects employees in completing every task and responsibility given by the boss. According to Winardi (2018: 2) Motivation is the result of a number of processes both internal and external to an individual so as to create an attitude of enthusiasm and enthusiasm in carrying out certain activities. There are other notions of motivation

According to Sumardjo and Priansa (2018: 202) Work motivation is the behavior and factors that influence employees to show individual intensity, direction, and perseverance as an effort to achieve organizational goals. From every statement put forward by many experts above, the author argues that work motivation is an encouragement from within a person without coercion from anyone to do certain things that are of interest to that person in achieving predetermined goals.

Job satisfaction is an effective or emotional response to various aspects of work. A set of feelings employees have about whether or not their job is enjoyable. A general attitude towards one's job that shows the difference between the amount of appreciation workers receive and the amount they believe they should receive. Afandi (2018: 73).Job satisfaction is an employee's attitude towards work related to work situations, cooperation between employees, rewards received at work, and matters concerning physical and psychological factors Edy Sutrisno (2019: 74).

From the understanding that has been stated, it can be concluded that job satisfaction is an attitude of responding and emotional reactions of employees in looking at their work which can be reflected in employee behavior in assessing whether it is good or bad and whether they like or dislike their work. If employees get high job satisfaction, employees will provide maximum performance.

METHOD

The type of research used in this study is quantitative research. Quantitative research method is one type of research whose specifications are systematic, planned and clearly structured from the beginning to the making of the research design. Quantitative research methods, as stated by Sugiyono (2011: 8), are: "Research methods based on the philosophy of positivism, used to research on certain populations or samples, data collection using research instruments, data analysis is quantitative / statistical, with the aim of testing predetermined hypotheses."

Primary data is data collection with observation instruments, interviews, field notes and the use of documents. Primary data sources are data obtained directly with informant interview techniques or direct sources. Primary sources are data sources that directly provide data to data collectors (Sugiyono, 2015: 187). In this study, the data obtained came from distributing questionnaires to school employees of PT Media Musik Proaktif, totaling 124 people. Population is not only humans but also objects and other natural objects. Population is also not just the number of objects or objects studied, but includes all the characteristics or properties possessed by the subject or object. Meanwhile, the population in this study were employees of PT Media Musik Proaktif, totaling 124 people.

The determination of the number of samples used in this study was determined using the Slovin

formula. According to Aloysius Rangga Aditya Nalendra, et al (2021: 27-28), the Slovin formula is a formula for calculating the minimum sample size if the behavior of a population is not known with certainty. The size of the research sample with the Slovin formula is determined through the error rate value. Where the greater the error rate used, the smaller the number of samples taken. The following is the Slovin formula:

$n = N / (1 + (N \times e^2))$

Description:

n : Sample size

N : Population size

e : Percent allowance for inaccuracy due to sampling errors that can still be tolerated or desired, for example 5%.

Based on the existing population of 124 people where the entire population is a representative who is considered by researchers to have appropriate criteria used by researchers.

$N = 124/(1+124 \times (0.05)*2)$

$= 124/(1+124 \times 0,0025)$

$= 124/(1+0,31)$

$= 124/1,31$

$= 94.6$ rounded up to 95

Based on the above calculations, the number of samples determined is 95 people. The number of respondents is considered representative to obtain writing data that reflects the state of the population.

RESULTS AND DISCUSSION
The purpose of this classical assumption test is to provide certainty that the regression equation obtained has accuracy in estimation, is unbiased and consistent. The classical assumption tests that will be carried out are normality, linearity, multicollinearity, heteroscedacity, and autocorrelation tests.
a.   Basic assumption test
1)   Normality Test Basic decision making:
- If the significance value> 0.05, then the residual value is normally distributed.

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- If the significance value <0.05, then the residual value is not normally distributed.

Kolmogorov Smirnov Test Results Table

Table 1One-Sample Kolmogorov-Smirnov Test

			Kompetensi_ X1	Motivasi_Kerja_ X2	Kepuasan_Kerja_ X3	Kinerja karyawan_ Y
N			95	95	95	95
Normal Parameters[a],[b]	Mean		49.8105	41.9158	41.9053	33.4316
	Std. Deviation		7.66214	5.07112	6.11081	4.62337
Most Extreme Differences	Absolute		.143	.163	.178	.115
	Positive		.120	.163	.159	.085
	Negative		.000	.000	.000	.000
Test Statistic			.143	.163	.178	.115
Asymp. Sig. (2-tailed)			.143	.095	.178	.115

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

From the calculation of the Kolmogorov Smirnov test above, the normality test results for competence are 0.143, for motivation of 0.095, for job satisfaction of 0.178, and for employee performance of 0.115> values above 0.05, which means that it can be said that the data is normally distributed so that it can be used in research.

The Linearity Test serves to determine the form of relationship (between the independent variable and the dependent variable), whether the form is linear or not linear. The meaning of linear itself is a relationship like a straight line. The basis for decision making is by looking at the Sig.deviation from linearity value:

- If the Sig.deviation from linearity value> 0.05, then there is a linear relationship between the independent variable and the dependent variable.

- If the Sig.deviation from linearity value <0.05, then there is no linear relationship between the independent variable and the dependent variable.

Test of Linearity Results Table: Competence (X1) with Employee Performance (Y)

Annova Table

			Sum of Squares	Df	Mean Square	F	Sig.
Kinerja karyawan_Y * Kompetensi_X1	Between Groups	(Combined)	1587.904	20	79.395	13.942	.000
		Linearity	1137.768	1	1137.768	199.797	.000
		Deviation from Linearity	450.136	19	23.691	4.160	.167
	Within Groups		421.401	74	5.695		
	Total		2009.305	94			

Table 2Source: Processed data, 2024

Based on the significance value of the table above, the significance value of Deviation from linearity = 0.167 is greater than 0.05, which means that there is a linear relationship between the competency variable (X1) and the employee performance variable (Y).

Test of Linearity Results Table: motivation (X2) with employee performance (Y)
Annova Table

			Sum of Squares	Df	Mean Square	F	Sig.
Kinerja karyawan_Y * Motivasi_Kerja_X2	Between Groups	(Combined)	1377.871	18	76.548	9.213	.000
		Linearity	1203.217	1	1203.217	144.820	.000
		Deviation from Linearity	174.654	17	10.274	1.237	.258
	Within Groups		631.435	76	8.308		
	Total		2009.305	94			

Table 3Source: Processed data, 2024

Based on the significance value of the table above, the significance value of deviation from linearity = 0.258 is greater than 0.05, which means that there is a linear relationship between the motivation variable (X2) and employee performance (Y).

Test of Linearity Results Table: Job satisfaction (X3) with Employee performance (Y)
Anova Table

			Sum of Squares	Df	Mean Square	F	Sig.
Kinerja karyawan_Y * Kepuasan_Kerja_X3	Between Groups	(Combined)	1811.287	18	100.627	38.621	.000
		Linearity	1419.116	1	1419.116	544.660	.000
		Deviation from Linearity	392.170	17	23.069	8.854	.488
	Within Groups		198.019	76	2.606		
	Total		2009.305	94			

Table 4Source: Processed data, 2024

Based on the significance value of the table above, the significance value of deviation from linearity = 0.488 is greater than 0.05, which means that there is a linear relationship between the job satisfaction variable (X3) and employee performance (Y).

Based on the results of the analysis of the description of competency variables, it shows that the majority of PT Media Musik Proaktif employees tend to agree that the indicators of the formation of competency variables are formed by indicators of competence, understanding, ability, values, attitudes, and interests. While the indicator that makes the largest contribution to the formation of competency variables is knowledge, that for employees competence seen from knowledge, namely cognitive awareness that employees have is very important, because with this cognitive awareness employees are able to develop themselves aware of their shortcomings.

Based on the results of the analysis of the description of work motivation variables, it shows that the majority of PT Media Musik Proaktif employees tend to agree that the indicators of the formation of work motivation variables are formed by indicators of compensation, working conditions, work facilities, work performance, and recognition from superiors. While the indicator that provides the greatest value to the formation of motivation variables is work facilities, that good work facilities can create comfort at work, for example in this case the air conditioner in the room is cool so that it makes the atmosphere comfortable.

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Based on the results of the analysis of the description of employee performance variables, it shows that the majority of PT Media Musik Proaktif employees tend to agree that the indicators of the formation of employee performance variables are formed by indicators of work quality, work quantity, task execution, and responsibility. While the indicator that makes the largest contribution to the formation of employee performance variables is responsibility, that for employees Understanding and carrying out these responsibilities is important to improve individual and team employee performance, build trust between employees and management, and create a healthy work environment.

Based on the results of the analysis of the description of work motivation variables, it shows that the majority of PT Media Musik Proaktif employees tend to agree that the indicators of the formation of work motivation variables are formed by indicators of compensation, working conditions, work facilities, work performance, and recognition from superiors. While the indicator that provides the greatest value to the formation of motivation variables is work facilities, that good work facilities can create comfort at work, for example in this case the air conditioner in the room is cool so that it makes the atmosphere comfortable.

Based on the results of the analysis of the description of job satisfaction variables, it shows that the majority of PT Media Musik Proaktif employees tend to agree that the indicators of the formation of job satisfaction variables are formed by indicators of work, wages, promotions, supervisors, and coworkers. Meanwhile, the indicator that makes the greatest contribution to the formation of job satisfaction variables is promotion, that with an increase in position, our sense of self-satisfaction arises. This is because we feel appreciated for our hard work while working. So that way we become more motivated to work better.

Based on the results of the analysis of the description of employee performance variables, it shows that the majority of PT Media Musik Proaktif employees tend to agree that the indicators of the formation of employee performance variables are formed by indicators of work quality, work quantity, task execution, and responsibility. While the indicator that makes the largest contribution to the formation of employee performance variables is responsibility, that for employees Understanding and carrying out these responsibilities is important to improve individual and team employee performance, build trust between employees and management, and create a healthy work environment.

CONCLUSION

Based on the research results and hypothesis testing of the proposed problem formulation, it can be concluded as follows: The influence of competence and motivation has a positive effect on employee job satisfaction at PT Proactive Music Media. This is reinforced by the level of knowledge of employees who are adequate in their field of work and can also complete work by following the predetermined work and supported by adequate facilities and infrastructure so that the assessment for promotion is carried out based on the achievements and work of employees.

The effect of competence and motivation has a positive effect on employee performance. This is reinforced by an adequate level of employee knowledge, supported by adequate facilities and infrastructure and also employees have high awareness and show a great sense of responsibility for work.

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