

# THE INFLUENCE OF EMPLOYEE COMPETENCE AND LEADERSHIP ON THE ORGANIZATIONAL COMMITMENT OF PERUMDA PASAR JUARA EMPLOYEES

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## ABSTRACT

*The number of employees who lack organizational commitment can cause a new source of concern. Several factors can influence organizational commitment, including external (from outside) employees such as company leaders and internal employees such as employee competence. The purpose of this research is to determine the impact of leadership and employee competence on organizational commitment in Perumda Pasar Juara. This study employs a quantitative approach by distributing questionnaires to 61 field employees from Perumda Pasar Juara. Researchers conducted tests based on various backgrounds and expert opinions, then examined and reached several conclusions. This study discovered that leadership and employee competence have an effect on organizational commitment. As a result, the researcher advises Perumda Pasar Juara to always pay attention to the leadership and competence factors of employees in order to gain organizational commitment from employees.*

***Kata Kunci: Leadership, Employee Competence, Organizational Commitment***

## ABSTRAK

Banyaknya karyawan yang kurang memiliki komitmen organisasional dapat menimbulkan sumber kekhawatiran baru. Beberapa faktor yang dapat mempengaruhi komitmen organisasi, antara lain karyawan eksternal (dari luar) seperti pimpinan perusahaan dan karyawan internal seperti kompetensi karyawan. Tujuan penelitian ini adalah untuk mengetahui pengaruh kepemimpinan dan kompetensi pegawai terhadap komitmen organisasi di Perumda Pasar Juara. Penelitian ini menggunakan pendekatan kuantitatif dengan menyebarkan kuesioner kepada 61 karyawan lapangan dari Perumda Pasar Juara. Peneliti melakukan pengujian berdasarkan berbagai latar belakang dan pendapat ahli, kemudian mengkaji dan mencapai beberapa kesimpulan. Penelitian ini menemukan bahwa kepemimpinan dan kompetensi karyawan berpengaruh terhadap komitmen organisasi. Oleh karena itu, peneliti menyarankan

Perumda Pasar Juara untuk selalu memperhatikan faktor kepemimpinan dan kompetensi pegawai agar mendapatkan komitmen organisasi dari pegawai.

**Kata Kunci: Kepemimpinan, Kompetensi Karyawan, Komitmen Organisasi**

## 1. INTRODUCTION

As we all know, trade competition between companies is becoming increasingly broad in scope in this age of globalization. To improve employee performance, companies that are ready to compete must have effective management. Effective management requires the support of capable and competent employees in their fields. It is critical to have human resources (human resources) who can work with a level of loyalty in order for the company's activities to run on an ongoing basis.

Professionals are indispensable in a company's company and are well prepared to increase the company's effectiveness and efficiency. As a result, we can deduce that human resources (HR), according to some experts, are very important in a company organization in carrying out the case in order to produce a useful result for the company. An employee must have competencies that can fulfill an organization's wishes, so that both policies are integrated with employee competencies based on organizational commitment, namely companies that make profitable progress for the company and the employee.

A company's leadership can influence an employee's level of loyalty. According to some experts, the definition of leadership is as follows: Supriyanto (2009: 8) defines Yukl as "the process of persuading others to understand and agree on what needs to be done and how the task is carried out effectively, as well as processes to facilitate individual and collective efforts to achieve common goals." Leadership has an impact on organizational commitment. Thoha (2010: 15) defines leadership as "the nature, character, or way of a person in an effort to foster and move a person or group of people so that they are willing, committed, and loyal to carry out activities in accordance with their duties and responsibilities in order to realize predetermined organizational goals." Thoha's leadership viewpoint is influential because of his efforts to foster and mobilize someone who can affect organizational loyalty.

Employee competence is another factor that affects loyalty. According to (Mitrani, 2002), competence is a person's personality and behavior that can be predicted and used in a wide range of situations and work tasks. Human

resources/employees to high competence can produce high/good results for a company due to their a sense of responsibility, discipline, and loyalty to the company's vision and mission. According to (Sutrisno, 2010), this competence emerges as a result of the following factors: 1) confirmation of work standards and expectations to be met,

2) As an employee selection tool, 3) Growing an employee's productivity whilst also working within a company organization, 4) As a foundation for developing a remuneration system, 5) For reference in developing a remuneration system from previously realized remuneration, 6) Aiding an employee in adapting to any changes, and 7) Trying to align work behavior with the organization's vision and mission. employee commitment according to (Indra Kharis, 2010) : Organizational commitment is a condition where an employee is in an organization with the intention and desire to remain a member of the company organization. That according experts, organizational commitment generates an employee to be able to maintain what must be maintained in his current position; in order to keep something in the organization, it is necessary to call it a commitment that

## **2. RESEARCH METHOD**

makes an employee's ultimate goal visible.

Perumda Pasar Champion is a Bandung-based Regionally Owned Enterprise. The company operates 37 markets in Bandung, comprising all of the city's traditional markets. We know that many regional companies have poor human resources because the recruitment process is based on the interests of the authorities instead of the needs of the company. The subject of this writing is also related to what occurred at Perumda Pasar Juara in Bandung. In line with the study results of interviews with HRD staff, an employee's commitment to the organization is critical in the journey of a business in order for it to continue improving. It can be used as capital for the purposes of discussing and writing this research if the leader's policy is followed by the employee's competence and is supported by the employee's commitment to the organization. The purpose of this study is to determine and analyze the influence of leadership, employee competence, and organizational commitment of company employees based on the formulation of the problem above.

This study was conducted from

January 2022 to May 2022. During that time, researchers began to create, plan, and distribute questionnaires, as well as process data. This study employs quantitative research. Quantitative research methods use numbers and statistical procedures to prove the predictive theory is correct (Creswell (1944)). This research method utilizes a specific population or sample in order to produce highly accurate data. According to (Sugiyono, 2011), quantitative research methods are "research methods based on the philosophy of positivism, used to examine populations or samples, data collection using research instruments, data analysis is quantitative/statistical, with the aim of testing predetermined hypotheses." Multiple factors have been identified in this study. The three parameters are: leadership (X1), competence (X2), and organizational commitment (Independent variables) (Y).

The quality of the research data helps determine the research's quality. Good data quality can be obtained through using elevated research instruments and data collection methods. Suharsimi (Arikunto, 2000) identifies data collection instruments as mind tools and used by researchers in their data collection activities so that these activities become

systematic and facilitated. Per the (Arikunto, 2006), data collection is a process by which data the about variables in research can be obtained. To support this research, three data collection techniques are being employed. According to (Sugiyono, 2019), population is a broad category that includes: objects / subjects with specific quantities and characteristics selected by researchers to be studied and conclusions drawn. The population in this study consists of 61 field employees from Perumda Pasar Juara Bandung City.

According to (Sugiyono, 2019), the sample is a portion of the population in terms of both size and characteristics. According to (Agung, 2012), the technique of determining the sample can use a saturated sample. Saturated sampling by magnitude is a sampling technique in which all members of the population are used as samples. The samples in this study were field employees of Perumda Pasar Champion Bandung, a total of 61 people. This study was conducted from January 2022 to May 2022. During that time, researchers began to prepare, plan, and distribute questionnaires, as well as process data.

### 3. RESULT AND DISSCUSION

#### Hypothesis testing

#### Coefficient of Partial Regression (t-test)

The t-test was used to determine whether or not the explanatory variable leadership (X) and competence (X) had a significant effect on the dependent variable organizational commitment (Y). By first determining the degrees of freedom,  $df = n - k = 61 - 2 = 59$ , we get t table ( $df$ ) = t table (59, 0.05) = 2,001. Then the T table value is 2,001. If t count < t table, then is acknowledged; if T count > T table, then is rejected.

#### F Test

The F test was used to determine whether the leadership variable (X1) and the competence variable (X2) jointly affect the organizational commitment variable (Y). The calculated F is compared to the F table to perform the test. The F table can be searched in the statistical table at a significance of 0.05 using df 1 (number of variables - 1) or  $3-1 = 2$  and df 2 ( $n-k-1$ ) or  $61-2-1 = 58$ . Then, in Excel, enter = FINV(0.05;df1;df2) or = FINV(0.05;2;58) = 3.161. Then the F table value is 3.161. If F count < F table, Ho is accepted; if F count > F table, Ho is rejected.

**Tabel 1. Uji F**

ANOVA <sup>a</sup>					
Model	Sum of Squares	Df	Mean Square	F	Sig
Regression	30.074	2	15.037	5.948	.005
Residual	144.109	57	2.528		
Total	174.183	59			

Source: Result 2022

The calculated F value of 5.948 is shown in Table 1. That is, F count > F table =  $5,948 > 3,161$ . This explains why Ho is rejected and Ha is accepted, implying that the independent variables of leadership (X1) and competence (X2) affect the dependent variable of organizational commitment at the same

time (Y).

#### Uji Koefisien Determinasi (R<sup>2</sup>)

The coefficient of determination test is used to determine how much direct compensation variables (X1) and work stress (X2) influence employee commitment (Y). The coefficient of determination analysis generated the following results::

**Tabel 2. hasil uji koefisien determinasi R<sup>2</sup>**

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error Of The Astimate
1	.716	.573	.545	5.590

a. Predictors: (Constant), Total X2, Total X1 Sumber : Hasil Olahan Peneliti, 2022

The coefficient of determination test is used to determine how much direct compensation variables (X1) and work stress (X2) influence employee commitment (Y). According to the coefficient of determination analysis, the following results were obtained

#### **Analysis of Multiple Linear Regression**

The purpose of the regression analysis test is to determine whether there is a relationship between the dependent variable (Y) organizational commitment and the independent variables (X1) and competence (X2). Since there are multiple independent variables in this study, the regression analysis used in this study is multiple regression (X2).

Table 3 displays the results of multiple linear regression, with the regression equation explained below :

1. The constant of 6.378 means that if the value of leadership and competence is 0, then the value of organizational commitment is 6.378.
2. If the value of leadership and competence is 0 and the value of job involvement is 6.378, then the value of organizational commitment is 6.378.
3. The competency variable has a regression coefficient of 0.099, that implies that if the competency

increases by a unit, the organizational commitment will increase by 0.099 units, assuming the other independent variables remain fixed.

#### **4. CONCLUSION**

The aim of this study is to determine whether Leadership (X1) and Competence (X2) get an influence on organizational commitment (Y). Based on the results of this study's analysis, it is feasible to conclude that Leadership (X1) has a significant effect on Organizational Commitment (Y). Organizational Commitment is highly altered by Competence (X2) (Y). Leadership (X1) and Competence (X2) both have an influence on Organizational (Y)

#### **Suggestion**

The company has to consider several variables in order to become a company that can continue to grow. As for some suggestions for Perumda Pasar Champion Bandung City to consider, it is hoped that they can create procedures for field employee leaders (foremen) to be able to create a caring attitude between leaders towards their employees, so that employees can feel cared for and garner attention from their leaders.

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