

The Effect of Competence and Work Environment on Employee Performance (Case Study on Village Apparatus in Telukjambe Timur District, Karawang Regency)

Wiwin Agustina Widiyanti¹⁾

wiwinagustina117@gmail.com

Cecep Hemana²⁾

chermana274@gmail.com

^{1) 2)}S1 Management, Faculty of Economics, University of Singaperbangsa Karawang

ABSTRACT

This study means to decide the impact of skill and workplace on worker execution in town authorities in Teluk Jambe Timur sub-region, both somewhat and all the while. the technique utilized is confirmation with a quantitative methodology where the information is handled utilizing SPSS programming. The example utilized in this study was 110 examples utilizing immersed examining procedure. The information investigation utilized is way examination with incomplete and concurrent speculation testing. The consequences of this study are that there is a connection among skill and workplace of 0.114, and that truly intends that there is an extremely frail relationship. There is a halfway impact of skill on worker execution. There is a fractional impact of workplace on representative execution. There is a concurrent impact of skill and workplace on execution of 30.1%. This shows that skill and workplace have a commitment of 30.1% while the excess sum is the commitment of different factors not analyzed in this review.

Keywords: Competence, Work Environment, Employee Performance

PRELIMINARY

HR is the main resource in an association, since the source controls the association and keeps up with and fosters the association despite different requests of the times. In this way, HR should be thought of, kept up with, and created. Moreover, government organizations should focus on, keep up with, and foster their HR. HR should be grown ceaselessly to get quality HR with the goal that the work completed will deliver something wanted. One of the vital gatherings in town government organizations is the presence of town contraption as per Permendagri 84 of 2015 in article 2 passage (1) it is additionally made sense of that the Town Government is the Town Head helped by Town Device. The Town contraption alluded to in Article 2 section (2) comprises of: Town Secretariat, Territorial Leader and Specialized Agent as agent of government undertakings in the field of government organization and offering types of assistance to the local area.

In an organization, Human Resources is a very important asset that determines and influences the success or failure of an organization or in other words Human Resources is a key point for the survival of an organization. Likewise with village government agencies in their task of carrying out government affairs in the field of government administration, that in their efforts to provide services to the community, it really lies in how the village apparatus business is carried out.

Mangkunegara (2009:67) in Rizky Septia Andriani (2017:1) states that presentation is the consequence of work in quality and amount accomplished by a representative in doing his obligations as per the obligations given to him. The accomplishment of this work is likewise a type of correlation of one's work with the norms that have been set. The presentation of town authorities should be visible from the finishing of the undertakings allotted to them by the association.

Based on the definition stated above, it can be stated that employee performance is an achievement achieved by a village official in carrying out his duties or work for a certain period according to competency standards and criteria that have been set for the job. The performance of village officials cannot be separated from the inherent competence and must be mastered. Competence of village officials is an important part that can determine the level of village apparatus ability in carrying out their duties as a government employee which is the result of work and can be demonstrated through a quality of work, timeliness, initiative, speed and good communication.

Considering the portrayal over, the presentation of the town gadget is the outcome of created by the town contraption considering the limit and character of the town mechanical gathering concerning to some degree stable points of view, approaches to acting, and limits while going up against conditions and conditions in the workplace, which are outlined by their mindsets and lead.

Town contraption is a staff component that helps the Town Head in strategy definition and coordination that is obliged in the Town secretariat, and components that help the obligations of the Town head in carrying out approaches that are obliged as specialized implementers and local components. The Town Secretariat is driven by the Town Secretary helped by components of the secretariat staff. The secretariat staff contains a restriction of 3 (three) issues, explicitly administrative and general endeavors, financial issues, and orchestrating matters, and something like 2 (two) endeavors, specifically wide issues and organizing, and money related endeavors. Where each

endeavor is driven by the Head of Issues. The show of town specialists is solidly associated with the abilities compelled by town specialists, these capacities are portrayed through the work that has been finished by town specialists. These capacities are in like manner associated with points of view in everyday presence, whatever the conditions in the working environment.

If a village apparatus does not have the competence that is the basis or initial capital in carrying out his duties, the purpose of the village apparatus as executor of government affairs in the field of government administration and providing services to the community will not be achieved optimally. The role of village officials is very important in their duties as executor of government affairs in the field of government administration and providing services to the community, so that village officials have a responsibility to always develop their competencies to support their work.

The work environment is also a factor that affects employee performance. The work environment is a physical and non-physical condition in the workplace that can give the public the impression of being happy, safe, and calm, as well as the impression of working at home (Lubis, 2019). The work environment must be considered because workers face a work atmosphere every day and it will affect the work results of each individual (Kelly, 2021). A satisfactory or decent work environment, a comfortable work environment, a clean environment, adequate lighting and complete equipment. On the other hand, the non-physical work environment must also be given attention because the relationship between employees is also able to have an influence on the resulting work ethic.

The comfort of the work environment can trigger employee motivation to work better so that the work will be achieved optimally. Employees will be able to carry out their activities well, so that optimal results are achieved, if they are supported by appropriate environmental conditions (Sedarmayanti, 2011: 86).

Based on some of the things above, the researchers are interested in deepening the material about employee performance, specifically employee performance at the Puseurjaya Village Government, Telukjambe Timur District, Karawang Regency. Thus, the researcher specifically describes "**The Influence of Competence and Work Environment on Employee Performance (Case Study on Village Apparatus in Telukjambe Timur District, Karawang Regency)**".

THEORY BASIS AND HYPOTHESES

Correlation between Competence and Work Environment

Abilities portray what individuals do in the working environment at different levels and detail the guidelines of each level, recognizing the attributes, information and abilities expected by people who empower them to complete their obligations and obligations successfully to accomplish proficient quality norms in their work and cover all parts of execution the board records, explicit abilities and information, perspectives, correspondence, application and advancement.

Moreover, the consequences of exploration from Keke Sulalatin Fathiah, Ni Nyoman Putu Martini, and Abadi Sanosra (2020) demonstrate that capability and the workplace together emphatically affect expanding the presentation of representatives of the Local Monetary and Resource The board Organization of Bondowoso Regime, in this manner expanding the ability of workers. representatives and the workplace of the

Monetary and Resource The executives Organization to help the energy of workers to complete work as per the presentation guidelines that have been made.

Partial Effect of Competence on Employee Performance

Capability is a capacity to play out a task or errand in view of abilities and information and upheld by the work disposition expected by the gig. Consequently, capability shows abilities or information that are portrayed by impressive skill in a specific field as : something most significant, as a prevalent in that field (Wibowo, 2013). Thusly, the association is framed to accomplish specific objectives and when it has been accomplished, then it very well may be known as a triumph. To make progress requires serious areas of strength for a for an association, to be specific the skill of workers who can reinforce and boost capability.

According to Anwar Prabu Mangkunegara in Ahmad Mahmudi's research (2020:49) 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. Basically, competence and performance have a close relationship where both can strengthen each other in an effort to achieve organizational goals.

Partial Effect of Work Environment on Employee Performance

The working environment in an office ought to be considered. The preparation of a respectable working thing structure won't be done effectively if it isn't maintained by a decent working environment inside the association/establishment. With the presence of a good work environment, it will certainly make delegates feel calm working, so soul and fervor for delegate work will arise in taking care of their responsibilities so agent execution will augment. Meanwhile, according to Siagian (2012) in Pianka Magna Kartika's investigation (2020:47) a lacking work environment can disturb the centralization of delegates in finishing their work, causing bungles in work and agent execution will decrease.

According to Mangkunegara (2016:16), agent execution in finishing their commitments can't be confined from individual factors and various leveled normal factors. The results of Pianka Magna Kartika's investigation (2020) show that the working environment influences execution, if the work environment is more useful, laborer execution additions and company targets can be achieved. Affiliations need to make a strong, flawless, pleasant, and great work environment for delegates.

The Effect of Simultaneous Competence and Work Environment on Employee Performance

Capability is an aide for organizations to show the right work capability for a representative. Skill connects with perspectives that demonstrate an individual's exhibition is fortunate or unfortunate. Fundamentally, skill is utilized to design , help and foster one's presentation conduct. Capability is the capacity to complete or play out a task or undertaking in view of abilities and information and upheld by the work demeanor expected by the gig. In the capability there is a powerful part, specifically work demeanor which incorporates the degree of representative discipline.

Worker execution in doing their obligations is indistinguishable from individual variables and authoritative natural elements. factors that come from the authoritative climate, for example, satisfactory work offices, successful work correspondence designs, and amicable working connections. A solid, spotless, agreeable, and wonderful

workplace will cause representatives to feel esteemed and really focused on, so representatives will be more energetic about working on their exhibition in finishing their work.

Research hypothesis

- H.1 There is a correlation between competency variables and work environment variables on the performance of Village Apparatus in Telukjambe Timur District, Karawang Regency.
- H.2 There is a partial effect between the competence and performance of the Village Apparatus in Telukjambe Timur District, Karawang Regency.
- H.3 There is a partial effect between the work environment and performance on the performance of the Village Apparatus in Telukjambe Timur District, Karawang Regency.
- H.4 There is a simultaneous influence between competence and work environment on the performance of Village Apparatus in Telukjambe Timur District, Karawang Regency.

RESEARCH METHODS

The research method used is verification with a quantitative approach. According to Anshori and Iswati (2019) in the research of Ca Meishyta Tri Tanti (2021:49) quantitative research is a structured research and quantifies data to be generalized, then according to Jaya (2020) in the research of Ca Meishyta Tri Tanti (2021:49) the approach Quantitative research is more satisfying to pay attention to the symptoms or phenomena that have certain characteristics in human life, which are called variables. The research variable is the main concept of the study to be studied. Variables are simplified into sub-variables or study dimensions according to the theory used in the study with the aim of clarifying the variables.

Table 1 Variable Operationalization

No.	Variable	Subvariable/Dimension	Indicator	Question Number
1.	Competence (X1)	Experience	Employee's work experience	1
			Employee performance	2
			Employee calm at work	3
		Education	Compatibility of employee educational background with work	4
			Knowledge and understanding of the procedures for carrying out their duties	5
			Knowledge	Understanding the problem

		Mastery of the field of knowledge related to work	7
	Skills	Have innovation at work	8
		Able to use facilities related to work	9
2.		Work Environment (X2)	Comfortable work place
	Work atmosphere	Fun place to work	2
		Clean workplace	3
		Nice lighting	4
		Relationship with other employees	5
	Relationship with coworkers	Relationship with superiors	6
		Complete work facilities	7
	Availability of work facilities	Complete job aids	8
		Adequate supporting facilities	9
3.		Employee Performance (Y)	Job volume
	Number of Jobs	Good job execution	2
		Working result	3
	Quality of work	Accuracy	4
		Neatness	5
		Skills	6
		Completeness	7
		Responsibility	8
	Punctuality	Ability to manage time	9
		Speed at work	10

Presence	Coming to work	11
Cooperation ability	Ability to cooperate with other people	12
	Good relationship	13
	Good communication	14

Source: processed by researchers from various sources, 2022

In this study, the population was 110 officers from Puseurjaya Village, Telukjambe Timur District, Karawang Regency. The determination of the number of samples used by the researchers in this study to be taken were all employees of the Puseurjaya Village Government, Telukjambe Timur District, Karawang Regency, namely 110 people using the saturated sampling method based on the provisions stated by Sugiyono (2016; 61).

The data analysis technique used in this research is using path analysis technique with partial and simultaneous hypothesis testing.

RESULTS AND DISCUSSION

Correlation Test Results Between Competence (X1) and Work Environment (X2)

Correlation analysis is the analysis used to determine the degree of relationship between the independent variables (independent) and the correlation analysis used in this study is the product moment correlation. In path analysis, the relationship between independent variables that have a meaningful relationship can be calculated the amount of direct and indirect effects.

Table 2 Correlation

Correlations		WORK ENVIRONMENT	
		COMPETENCE	ENVIRONMENT
COMPETENCE	Pearson Correlation	1	,114
	Sig. (2-tailed)		,236
	N	110	110
WORK ENVIRONMENT	Pearson Correlation	,114	1
	Sig. (2-tailed)	,236	
	N	110	110

Source: Data Processing Results , 2022

Based on table 2 above, the coefficient value between the independent variables, namely Competence (X1) Work Environment (X2) is 0.114. Based on the results of data processing using SPSS 22 software, obtain path coefficients for each competency variable (X1) with Work Environment (X2) can be assessed at 0.114 Thus the relationship between Competence (X1) and Work Environment (X2) has a low level of relationship and is unidirectional because the value is positive and is in the coefficient interval 0.00 - 0.199 and is included in the very weak category.

Path Analysis Test Results

Table 3 Analysis Track

Model	Coefficients ^a					
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	11.039	3,874		2,850	,005
	COMPETENCE	,194	,119	,129	1,631	,106
	WORK ENVIRONMENT	,877	,127	,549	6,921	,000

a. Dependent Variable: EMPLOYEE PERFORMANCE

In light of table 3 shows the way coefficient between the Ability (X1) and Workplace (X2) factors on worker execution, the way coefficient values are separately made sense of as follows:

1. Coefficient of Competency Variable Path (X1) Against Employee Performance (Y)

In view of table 3 the way coefficient of the Skill variable (X1) to the worker execution variable (Y) is 0.129. These outcomes show that the way coefficient of the Skill variable (X1) to the worker execution variable (Y) is acquired by the situation $Y = 0.129 X1$. This implies that Capability (X1) contributes 0.129 to the Buy Choice (Y). 2.

Coefficient of Work Environment Variable Path (X2) Against Employee Performance (Y)

Based on table 3 the path coefficient of the work environment variable (X2) to the employee performance variable (Y) is 0.549. This result shows that the path coefficient of the work environment variable (X2) to the employee performance variable (Y) is obtained by the equation $Y = 0.549 X1$. This means that the work environment (X2) contributes 0.549 to the Purchase Decision (Y). The path coefficient of the variable X2 to Y can be described as follows:

3. Competency Path Coefficient (X1) and Work Environment (X2) Against Employee Performance (Y)

The path coefficient of the influence of Competence (X1) and work environment (X2) on employee performance (Y) can be described as follows:

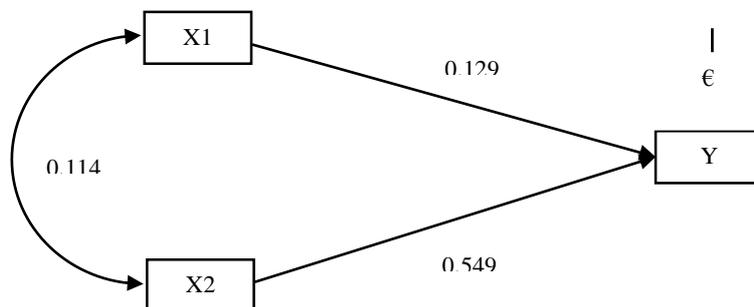


Figure 1 Coefficient of Competence (X1) and Work Environment (X2) on Employee Performance (Y)

Source: Data processing results, 2022

Based on Figure 1, it shows that the correlation between Competence (X1) and Work Environment (X2) is 0.114 and the associative degree or path coefficient of the

Competency variable (X_1) is 0.129 lower than the Work Environment variable (X_2) 0.549, meaning that the Work Environment variable has more influence on performance. employee (Y) versus Competence . The path equation is as follows: $Y = 0.129 X_1 + 0.549 X_2 + \epsilon$

Information :

X_1 = Competence

X_2 = work environment

Y = Employee performance

ϵ = Other variables that are not measured, but affect Y

Determination Test Results

Table 4 Coefficient determination (R^2)

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,579 ^a	,335	,322	5,24186

a. Predictors: (Constant), WORK ENVIRONMENT, COMPETENCE

b. Dependent Variable: EMPLOYEE PERFORMANCE

In light of table 4 shows that the coefficient of assurance (R^2) is 0.335 or 33.5%. Representative execution variable (Y) is impacted by Capability (X_1) and workplace (X_2), or it tends to be deciphered that Skill (X_1) and workplace (X_2) have a commitment to worker execution (Y) by 33.5% while the leftover 66, 5% is the commitment of different factors (ϵ) which were not inspected in this review.

Hypothesis Test Results

Partial Hypothesis Test

1. Hypothesis Partial Influence of Competence (X_1) on Employee Performance (Y)

The partial effect of Competence (X_1) on employee performance (Y) can be known through statistical testing using the following hypothesis:

H_0 : $\rho_{X_1 Y} = 0$: There is no influence of Competence (X_1) on employee performance (Y)

H_1 : $\rho_{X_1 Y} \neq 0$: There is an effect of Competence (X_1) on employee performance (Y)

Test Criteria: Reject H_0 if $\text{sig} < \alpha$ or $t_{\text{hitung}} > t_{\text{tabel}}$

For the effect of Competence (X_1) partially on employee performance (Y) with a significant level (α) = 5%, degree of freedom (df) = (n-2) = 110 - 2 = 233 obtained $t_{\text{tabel}} = 1.659$. Effect of Competence (X_1) partially on employee performance (Y) can be seen in the table below.

Table 5 Partial Significance Test (t-test)
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11.039	3,874		2,850	,005
	COMPETENCE	,194	,119	,129	1,631	,106

WORK ENVIRONMENT	,877	,127	,549	6,921	,000
------------------	------	------	------	-------	------

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Data Processing Results, processed by the author 2022

Based on table 5 shows that the value t_{hitung} of the competency variable is 1.631 then $t_{hitung} < t_{tabel}(1.659)$ then H_0 accepted H_1 is rejected, the competency variable has no positive and significant effect ($0.106 > 0.05$) partially on performance.

2. Hypothesis of Partial Effect of Work Environment (X_2) Against Employee Performance (Y)

The Partial Effect of the Work Environment (X_2) on employee performance (Y) can be known through statistical testing using the following hypothesis:

H_0 : $\rho_{X_2} = 0$: There is no influence of work environment (X_2) on employee performance (Y)

H_1 : $\rho_{X_2} \neq 0$: There is an influence of work environment (X_2) on employee performance (Y)

Test Criteria: Reject H_0 if $sig < \alpha$ or $t_{hitung} > t_{tabel}$

For the influence of the work environment (X_2) partially on employee performance (Y) with a significant level (α) = 5%, degree of freedom (df) = $(n-2) = 110 - 2 = 108$ obtained $t_{tabel} = 1.659$. Effect of Work Environment (X_2) partially on employee performance (Y) can be seen in the table below.

**Table 6 Partial Significance Test (t-test)
Coefficients^a**

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients		
1	(Constant)	11.039	3,874		2,850	,005
	COMPETENCE	,194	,119	,129	1,631	,106
	WORK ENVIRONMENT	,877	,127	,549	6,921	,000

a. Dependent Variable: EMPLOYEE PERFORMANCE

Source: Data Processing Results, processed by the author 2022

Based on table 6 shows that the value t_{hitung} of the Work Environment variable (X_2) is 6.291 then $t_{hitung} > t_{tabel}(1.659)$ then H_0 rejected H_1 is accepted, the Work Environment variable has a positive and significant effect ($0.106 > 0.05$) partially on performance.

Simultaneous Hypothesis Testing

For the influence of competence (X_1) and work environment (X_2) simultaneously on employee performance (Y) with a significant level (α) = 5%, degree of freedom (df) = $(n-2) = 110 - 2 = 108$ obtained $f_{tabel} = 3.08$ while $f_{hitung} = 26,915$ can be seen in the table below:

Table 7 Calculation Results of F . Value

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1479,103	2	739,551	26,915	,000 ^b
	Residual	2940,045	107	27,477		
	Total	4419,148	109			

a. Dependent Variable: EMPLOYEE PERFORMANCE

b. Predictors: (Constant), WORK ENVIRONMENT, COMPETENCE

Source: Data Processing Results, processed by the author 2022

Based on table 7 shows $f_{hitung} = 26.915$ and the level of significance. 0.000 while the value $f_{tabel} = 3.08$. The value $f_{hitung} > f_{tabel}$ ($26,915 > 0,08$) and significance level ($0.000 < 0.50$) with the hypothesis H_0 is rejected and H_1 is accepted, so it can be concluded that the independent variables, namely Competence (X1) and Work Environment (X2) simultaneously have a positive and significant effect on Employee Performance (Y) as a variable. bound.

Discussion of Correlation Between Competence (X1) and Work Environment (X2)

the correlation between competence and the work environment has a correlation coefficient value of 0.114, meaning that it has a very weak correlation level which is in the interval 0.00 - 0.199 and it can be said that there is no relationship between competence (X1) and the work environment (X2).

Partial Effect of Competence on Employee Performance

The incomplete impact of skill on representative execution is 0.129 or 12.9%, the tcount worth of the ability variable is 1,631, so $tcount < ttable$ ($1,631 < 1,659$). This shows that there is no halfway impact between capability on representative execution.

This is supported by the exploration of Viju Waspanji with the examination title The Impact of Ability and Workplace on Representative Execution at PT. Mandiri Utama Money Palopo Branch in 2021 shows that capability affects worker execution.

Influence Partial Between Environment work (X2) Against Performance employee (Y)

Impact by Fractional climate work to execution is of 0.549 or 54.9%. $tcount$ esteem variable climate work is 6.921 then $tcount > ttable$ ($6,921 > 1,659$). This thing show climate work produce results positive and critical ($0.000 < 0.50$) by Inclined toward execution representative .

This is in accordance with the assessment of Nita Septia (2017) expressed in her exploration that the workplace is all that is around laborers, which can influence representative fulfillment with their work while completing their work, so greatest work results will be accomplished.

Discussion of the Effect of Simultaneous Competence (X1) and Work Environment (X2) on Employee Performance (Y)

In view of the consequences of the exploration, the F_{hitung} 26.915 shows the worth of F_{tabel} 3.08 with an importance level ($0.000 < 0.05$), it very well may be reasoned that the free factors, specifically capability (X1) and workplace (X2) all the while affect execution (Y). . The absolute impact of capability and workplace on execution is 0.301. This shows that capability and workplace add to representative execution by 30.1%, while the excess 69.9% is the commitment of different factors not analyzed in this review. From the assertion above, it very well may be seen that capability and workplace can influence execution. This is likewise as per Wilson Bangun's assertion (2012:234) A task can be estimated through aspects including, Number of Occupations , Nature of Work , Reliability , Participation and Collaboration Capacity. These aspects incorporate signs of ability articulations and the workplace, however there are still factors that influence execution that should be explored notwithstanding capability and workplace factors.

CONCLUSION

In view of the examination that has been finished, the ends that can be drawn in regards to the impact of capability and workplace on representative execution in town authorities in Tellukjambe Timur Locale, Karawang Regime, are that there is a connection among's skill and workplace of 0.114, and that really intends that there is an exceptionally frail relationship. There is a halfway impact of capability on worker execution is 0.129 or 12.9%. This shows that skill doesn't emphatically affect representative execution. The halfway impact of the workplace on worker execution is 0.309 or 30.9%. This shows that the workplace decidedly affects worker execution. There is a synchronous impact of capability and workplace on execution of 30.1%. This shows that capability and climate work have commitment by 30.1% while the rest as large as is commitment different factors that not researched in this review.

REFERENCE

- A.A Anwar Prabu Mangkunegara. 2013. *Manajemen Sumber Daya Manusia Perusahaan*. Remaja Rosdakarya. Bandung
- A.A Anwar Prabu Mangkunegara. 2016. *Manajemen Sumber Daya Manusia Perusahaan*. PT. Remaja Rosdakarya, Bandung
- Abdi, N., & Wahid, M. (2018). Pengaruh kompetensi dan lingkungan kerja terhadap kinerja pegawai. *PARADOKS: Jurnal Ilmu Ekonomi*, 1(1), 66-81. <http://repository.unmuhjember.ac.id/11139/10/J.%20Jurnal.pdf>
- Amirullah. 2015. *Pengantar Manajemen*. Jakarta: Mitra Wacana Media
- Azmi, N., & Serang, S. (2019). Pengaruh Motivasi, Kompetensi dan Lingkungan Kerja Terhadap Kinerja Pegawai. *PARADOKS: Jurnal Ilmu Ekonomi*, 2(2), 60-70. <https://jurnal.fe.umi.ac.id/index.php/PARADOKS/citationstylelanguage/get/modern-language-association?submissionId=169>
- Edy Sutrisno, 2014. *Manajemen Sumber Daya Manusia*. Cetak Ke-6. Pranada Media Group, Jakarta
- Edy Sutrisno, 2016. *Manajemen Sumber Daya Manusia*. Cetak Ke-8. Pranada Media Group, Jakarta.
- Hanafi, B. D., & Yohana, C. (2017). Pengaruh motivasi, dan lingkungan kerja, terhadap kinerja karyawan, dengan kepuasan kerja sebagai variabel mediasi pada PT BNI Life Insurance. *Jurnal pendidikan ekonomi dan bisnis (JPBE)*, 5(1), 73-89. <http://journal.unj.ac.id/unj/index.php/jpeb/article/view/1935>
- Irawan, B. (2017). Pengaruh Kompetensi Dan Lingkungan Kerja Terhadap Kinerja Karyawan Pada Pt. Presol Indo Prima Palembang. *MOTIVASI: Jurnal Manajemen dan Bisnis*, 1(1), 1-12. <https://jurnal.um-palembang.ac.id/motivasi/article/view/690>
- Kelly, K. (2021). Pengaruh Kompetensi Dan Lingkungan Kerja Terhadap Kinerja Karyawan Di City Central Hotel Kota Batam (Doctoral dissertation, Prodi Manajemen). <http://repository.upbatam.ac.id/907/>
- Komarudin. 2011. *Ensiklopedia Manajemen*. Bandung: Alfabeta.
- Malayu S.P Hasibuan, 2016. *Manajemen Sumber Daya Manusia*. Edisi Revisi. Jakarta: Penerbit PT Bumi Aksara.
- Malayu S.P Hasibuan, 2017. *Manajemen Sumber Daya Manusia*. Edisi Revisi. Jakarta: Penerbit PT Bumi Aksara.

- Nitisemito, A.S. 2012. Manajemen Personalia (Manajemen Sumber Daya Manusia). Yogyakarta: Ghalia Indonesia.
- NOVERINA, N., SUSBIANI, A., & SANOSRA, A. PENGARUH BEBAN KERJA DAN BUDAYA KERJA TERHADAP KINERJA PEGAWAI MELALUI DISIPLIN KERJA SEBAGAI VARIABEL INTERVENING. <http://repository.unmuhjember.ac.id/4915/10/j.%20jurnal.pdf>
- Parashakti, R. D., Fahlevi, M., Ekhsan, M., & Hadinata, A. (2020, April). *The influence of work environment and competence on motivation and its impact on employee performance in health sector. In 3rd Asia Pacific International Conference of Management and Business Science (AICMBS 2019) (Vol. 259, p. 267). Atlantis Press.* <https://www.academia.edu/download/77399104/125938747.pdf>
- Sedarmayanti, 2010. Manajemen Sumber Daya Manusia. Bandung: PT Refika Aditama.
- Sudarmanto, 2015. Kinerja dan Pengembangan Kompetensi Sumber Daya Manusia, edisi tiga. Yogyakarta: Pustaka Belajar
- Sudarmanto. 2014. Kinerja Dan Pengembangan Kompetensi Sumber Daya Manusia. Cetakan Ke-2. Yogyakarta: Pustaka Pelajar
- Sugiyono. 2012. Metode Penelitian Kuantitatif Kualitatif Dan R&D, Alfabeta: Bandung
- Sugiyono. 2014. Metode Penelitian Kuantitatif Kualitatif Dan R&D, Cetakan Ke-13, Alfabeta CV: Bandung