

The Influence of Competence, Work Discipline, Work Ethos, and Work Motivation towards the Performance of Rabor Iain Rektorat.

Nasman Arya¹, Darma Nelly², Weldewita³, Parsiyati⁴
^{1,2,3,4} Magister of Management, STIE KBP, Indonesia

Abstract: The research aims to determine the effect of competence, work discipline, work ethic, and work motivation on employee performance. This research is motivated by the lack of discipline in employee work, attitudes, awareness, and responsibilities of employees who have unfavorable criteria, employee motivation to try as much as possible in working is not optimal, employee work ethics are still not good, employee competency or ability to work it has not been able to support the performance and the still low performance of the agencies which is the impact of the low performance of Kerinci IAIN Rectorate employees.

The research method with a quantitative approach with multiple linear regression methods. Data collection techniques with questionnaires, observation and interviews. The respondents of this study were 47 (forty seven) employees of the Kerinci IAIN Rectorate. The sampling method uses the total sampling method in which the entire population in this study is the research sample. Hypothesis testing was calculated with the IBM Statistical Package for Social Science (SPSS) program version 24.0.

From the results of this study found that competency partially significantly influences employee performance, work discipline partially has significant effect on employee performance, work ethic partially has significant effect on employee performance, work motivation partially has significant effect on employee performance and competence (X1), work discipline (X2), work ethic (X3), and work motivation (X4) together have a significant effect on the performance of Kerinci IAIN Rectorate employees.

Keywords: competence, work discipline, work ethic, work motivation, employee performance.

Date of Submission: 01-08-2020

Date of Acceptance: 16-08-2020

I. Preliminary

Kerinci State Islamic Institute (IAIN) is the only state tertiary institution located in Sungai Penuh and Kerinci District, Jambi Province. The Rector of IAIN Kerinci as an information institution that functions as a support for educational, research and community service activities, at IAIN Kerinci as its parent institution, is demanded to be able to provide services that meet the needs of its academic community. The increase in the number of students that occur at IAIN Kerinci, of course, has a direct impact on Kerinci IAIN, because students are the largest user group at tertiary institutions. This is also evident from the statistical data describing that library visits have increased quite significantly.

The selection of the IAIN KERINCI Rectorate as the focus of research is based on the decline and instability of institutional performance in 2017, 2018, and 2019. The performance of an institution or organization is very important, because performance is one of the most important benchmarks of organizational quality. The performance of the agency or organization is a reflection of employee performance. According to Pasolong (2010, p. 375), employee performance and organizational performance have a very close relationship. The achievement of organizational goals cannot be separated from the resources owned by the organization run by employees who play an active role as actors in efforts to achieve the goals of the organization. Organizational performance is basically the responsibility of every individual who works in the organization. If within the organization each individual works well, achievers, enthusiastic and give their best contribution to the organization, the overall performance of the organization will be good. Thus, organizational performance is a reflection of individual performance.

According to Sinambela (2012, p.181), organizational performance is cumulative employee performance, therefore the higher the employee's performance the higher the organizational performance. An employee is said to have good performance if the employee is able to produce work that is the same or exceeds the standards or criteria that have been set together in the organization. Conversely, employees are said to have no performance if the work is less than the standards or criteria that have been set together. Performance (work performance) is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him (Mangkunegara, 2012, p.18).

TABLE 1 IAIN RECTOR'S PROGRAM / ACTIVITY PERFORMANCE REPORT KERINCI

No.	Programs / Activities	Target (%)	Realization (%)		
			2017	2018	2019
1	Improvement of Access and Quality of Islamic Higher Education	100	38	42	43
2	Provision of quality Islamic higher education subsidies	100	39	40	40
3	Improving the Quality and Welfare of Madrasah Educators and Education Personnel	100	37	41	42
4	Management Support and Implementation of Other Technical Duties of the Directorate General of Islamic Education	100	33	44	36
Average		100	36	41	40

Source: Secondary Data, Kerinci IAIN Rectorate, 2019

If seen from the table of Program / Activity Performance Reports above, the average realization of programs / activities experiences instability and is still below the average of the agency's performance targets. Among others, this can be seen from the realization of the programs / activities of the Kerinci IAIN Rectorate, namely: (a) Improvement of Access and Quality of Islamic Higher Education from 100% the target can only be realized in 2017 by 38%, in 2018 by 42% and in in 2019 by 43%; (b) Provision of High Quality Islamic Higher Education Subsidies of the target of 100%, only able to be realized in 2017 by 39%, in 2018 by 40% and by 2019 by 40%; (c) Improving the Quality and Welfare of Madrasa Educators and Education Personnel from 100% targeted to only be realized by 31% in 2017, 41% in 2018 and 42% in 2019; (d) Management Support and Implementation of Other Technical Tasks of the Directorate General of Islamic Education from 100% targeted to only be realized by 33% in 2017, 44% in 2018 and decreased in 2019 to 36%.

One of the efforts of agencies in maintaining employee performance is by paying attention to employee competencies. Sudarmanto (2009, p.320) said that competency as an attribute of HR quality has a significant effect on individual performance. Competence influences employee performance, that the higher the competency of the employee in accordance with the tasks they carry, will always encourage employees to work effectively, efficiently, and proactively. Whereas according to Wibowo (2013, p.323) that competence is said to be one of the factors that affect performance and competence is needed to help organizations create a high work culture, the many competencies used by human resources will improve performance. Sudarmanto (2009, p.320) said, competence as an attribute of HR quality has a significant effect on individual performance. The results of research conducted by Sartika (2015) found that competence has a significant effect on the performance of employees of the Department of Revenue, Financial Management and Regional Assets of the City of Palu. And the results of research conducted by Revita (2015) also found that competence had a positive and significant effect on the performance of the employees of the Department of Energy and Mineral Resources, Sigi Regency.

Work discipline is also a factor that influences the performance of personnel and agency performance. According to Hasibuan (2012) an employee is said to have high work discipline if he meets the criteria based on attitudes, norms, and responsibilities. Criteria based on attitude refers to the mentality and behavior of employees that come from the awareness or willingness of themselves in carrying out the duties and regulations of the company. Criteria based on norms related to regulations about what can and what should not be done by employees while in the company. Criteria based on responsibility is the ability to carry out tasks and regulations within the company. Discipline is a positive behavior in the form of attitudes, behavior and actions in accordance with applicable regulations, both written and unwritten (Nitisemio, 2011, p.123). Revita's research results (2015) show that work discipline has a positive and significant effect on the performance of the staff of the Department of Energy and Mineral Resources, Sigi Regency. And the results of research from Wahid (2016) that work discipline has a positive and significant effect on the performance of civil servants in the Morowali District Forestry and Plantation Service. And the results of Wahid's research (2016) found that work motivation, work ethic and work discipline simultaneously had a positive and significant effect on the performance of civil servants in the Morowali District Forestry and Plantation Service. And the results of research from Wahid (2016) that work discipline has a positive and significant effect on the performance of civil servants in the Morowali District Forestry and Plantation Service. And the results of Wahid's research (2016) found that work motivation, work ethic and work discipline simultaneously had a positive and significant effect on the performance of civil servants in the Morowali District Forestry and Plantation Service. And the results of research from Wahid (2016) that work discipline has a positive and significant effect on the performance of civil servants in the Morowali District Forestry and Plantation Service. And the results of Wahid's research (2016) found that work motivation, work ethic and work discipline simultaneously had a positive and significant effect on the performance of civil servants in the Morowali District Forestry and Plantation Service.

In addition to competence and work discipline, work ethic is also a factor that influences performance. The work ethic is shaped by various habits, cultural influences, and the value system it believes in (Tasmara, 2002, p.15). According to Sinamo (2011, p.26) that the term ethos contains not only the typical behavior of an

organization or community, but also includes the motivation that drives them, the main characteristics, basic spirit, basic thoughts, code of ethics, moral code, code of behavior, attitudes, aspirations, beliefs, principles, and standards. A similar sentiment was also conveyed by Tebba (2003, p.1) that work ethic is the spirit and inner attitude of a person or group of people insofar as there is moral pressure. The observation from Wahid (2016) that work ethic has a positive and significant effect on the performance of civil servants in the Morowali District Forestry and Plantation Service. While the results of research from Mouren and Jantje (2016) that work ethic partially has a significant positive effect on employee performance at PT. BRI Tahuna Branch.

With this work ethic, it is expected that the achievement of agency goals will be better and more accurate. In addition, it is very important that each agency provides a motivating factor or work motivation to its employees, so that what they want can be achieved. Robbin (2008, p.43) explains work motivation is a willingness to try as optimal as possible in achieving organizational goals that are influenced by the ability of businesses to satisfy some individual needs. According to Hasibuan (2012, p.41) that work motivation questions how to direct the power and potential of subordinates, so that they want to work together productively to achieve and realize the goals that have been determined. From the description above it can be concluded that work motivation is a process in which the need to encourage someone to do a series of activities that lead to the achievement of certain goals. Wahid's (2016) research results show that motivation has a positive and significant effect on the performance of Civil Servants in the Morowali District Forestry and Plantation Service. And observations from Sutrisno (2013) that work discipline, work motivation and performance of Civil Servants at the Social Service Office of Central Java Province are included in a good category in influencing the performance of civil servants.

From some of the definitions and results of previous research above researchers come to an understanding that competence, work discipline, work ethics, and motivation and performance are all things that are around employees at work. Based on the description that the researchers have described above, the researcher is interested in conducting research under the title "Analysis of the Effect of Competence, Work Discipline, Work Ethics and Work Motivation on the Performance of Kerinci IAIN Rectorate Employees".

The objectives to be achieved in this study:

1. Knowing the effect of competence on the performance of Kerinci IAIN Rectorate employees.
2. Knowing the effect of work discipline on the performance of Kerinci IAIN Rectorate employees.
3. Knowing the effect of work ethic on the performance of Kerinci IAIN Rectorate employees.
4. Knowing the effect of motivation on the performance of Kerinci IAIN Rectorate employees.
5. Knowing the influence of competence, work discipline, work ethic, and work motivation on the performance of RAIN IAIN Rector's employees.

II. Literature Review

1. The performance

According to Mangkunegara (2012, p.67) argues that employee performance is the result of quality and quantity of work achieved by an employee in carrying out their duties in accordance with the responsibilities given. According to Robbins (2008, p.260) there are 5 (five) performance indicators consisting of: (a) quality, (b) quantity, (c) timeliness, (d) effectiveness, and (e) independence.

2. Competence

According to Mc. Lelland in Moeheriono (2012) competence is a basic characteristic of personnel that determines whether a person is successful in doing a job or in a particular situation. According to Ruky A., (2006) states that there are several competency indicators which include: (a) personal character, (b) self-concept, (c) knowledge, (d) skills, and (e) motivation.

3. Work Discipline

Siswanto (2013, p.291) states that work discipline is an attitude of respect, respect, obedience and obedience to applicable regulations both written and unwritten and able to carry it out and not avoid receiving sanctions if it violates the duties and the authority given to him. According to Siswanto (2013, p. 291) states there are several indicators of work discipline which include: (a) absent and timely, (b) accuracy and calculation, (c) obeying regulations and responsibilities, (d) compliance and fluency, (e) a harmonious and respectful atmosphere.

3. Work ethic

Menuru Sinamo (2011, p.151) work ethic is a set of positive behavior that is rooted in fundamental beliefs accompanied by total commitment to an integral work paradigm. And according to Sinamo (2011, p.56) states in that the work ethic indicator consists of: (a) work is art, (b) work is honor, (c) work is actualization, (d) work is mandate, (e) work is a vocation, (f) work is a blessing, (g) work is worship, and (h) work is service.

4. Work motivation

Robbins (2008, p.43) explains motivation is a willingness to try as optimal as possible in achieving organizational goals that are influenced by the ability of businesses to satisfy some individual needs. And according to Robbins and Coutler (2010, p.226) states that work motivation indicators can be measured based on: (a) physiological needs, (b) security needs, (c) social needs, (d) appreciation needs, and (e) self-actualization needs.

5. Research Conceptual Framework

Conceptual framework is a model that explains the relationship of theory with important factors that are known in a particular problem. The conceptual framework will connect theoretically between research variables namely the independent variable with the dependent variable (Erlina, 2011). Based on the theoretical basis and research problem formulation, the conceptual framework in this study, can be seen in the following figure:

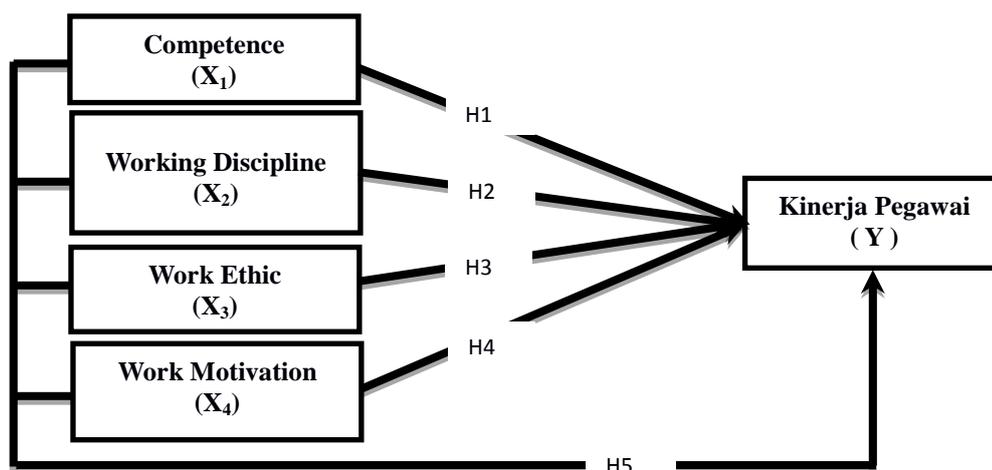


Figure 1. Research Conceptual Framework

6. Hypothesis

Based on the conceptual framework above, the following hypotheses can be formulated in this study:

- H1: Competence has a significant effect on employee performance Rector IAIN Kerinci.
- H2: Work Discipline has a significant effect on the performance of Kerinci IAIN Rectorate employees.
- H3: Work Ethic has a significant effect on the performance of Kerinci IAIN Rectorate employees.
- H4: Motivation work has a significant effect on the performance of Kerinci IAIN Rectorate employees.
- H5: Competency, work discipline, work ethic and work motivation simultaneously have a significant effect on the performance of Kerinci IAIN Rectorate employees.

III. Research Methods

1. Types of research

Based on the formulation, objectives and research hypotheses, the method used in this study is quantitative research with the type of correlational research is a type of research that looks at the relationship between one variable with one or several other variables (Muri, 2015, p.64). The same is stated by Sumadi (2014, p.82) that correlational research aims to detect the extent to which variations in a factor are related to variations in one or more other factors based on the correlation coefficient. From the description of expert opinions, this study analyzes the relationship between competence, work discipline, work ethic and work motivation on employee performance.

2. Population and Sample

According to Hamid (2014, p.55) population is the total number of objects or subjects used as a source of data in a study that has the same characteristics or characteristics, while the research sample is a limited number and part of the population, a portion of the population selected and representing the population (Muri, 2015, p.150). The sampling technique uses total sampling technique (overall sample), a sampling technique where the number of samples is equal to the population (Sugiyono, 2017). Because the total population is less than 100, the entire population is sampled (Sugiyono, 2017). Because the sample used is the same as the

population, the sample in this study is all Kerinci IAIN Rectorate employees, amounting to 47 (forty seven) people.

IV. Data Analysis

1. Characteristics of Respondents

General description of the characteristics of respondents in this study was measured based on 5 (five) categories, namely gender, age, level of education, class, and years of service. The following characteristics of research respondents are presented in the table below:

TABLE 2 CHARACTERISTICS OF RESEARCH RESPONDENTS (N = 47)

Profile	Category	Number of people)	Percentage (%)
Gender	Male	31	66
	Girl	16	34
Age	20 - 35 years old	24	51
	35-50 years	18	38
	> 50 years old	5	11
Education	S1	31	67
	S2	16	33
Group	III	23	48
	IV	24	52
Years of service	<5 years	10	21
	5-10 years	14	30
	10-20 years	17	36
	> 20 years old	6	13

Source: Secondary Data, IAIN Kerinci, 2020.

In table 2 above, it can be seen that based on gender, most respondents are male, which is 66%, while the rest are those who are female, 34%. This data shows that the employeeThe Rector of IAIN Kerinci is dominated by men, which certainly will provide opportunities to have high work performance in working. Based on age, the majority of respondents aged between 20-35 years which is as much as 51%, then followed by the age group between 35-50 years as much as 38%. and those aged over 50 years, namely as much as 11%, this data shows that in general Kerinci IAIN Rectorate employees are still in their productive age and can provide objective answers to the questionnaire thus providing opportunities to improve their performance in carrying out their duties.

Based on the level of education, most respondents were educated bachelor (S1) as many as 67%, and S2 as much as 33%. This data shows that within the scope of Kerinci IAIN Rectorate employees have quite high education, because with the level of education employees play a role in shaping the mindset in carrying out work. Thus the level of undergraduate education (S1) in the scope of Kerinci IAIN Rectorate employees can contribute to improving employee performance. Based on this group, the majority of respondents are group IV which is 51%, then followed by group III which is 48%. This data shows that in general the Kerinci IAIN Rectorate employees already have a fairly high class. This shows that Kerinci IAIN Rectorate employees have a class or rank that has met certain occupational criteria. Based on years of service, most respondents had a working period of between 10-20 years as many as 36%. followed by a work tenure of 5-10 years by 30%, tenure under 5 years by 21%, and tenure above 20 years by 13%. This data shows that Kerinci IAIN Rectorate employees have high work experience in carrying out tasks which will certainly have an impact on improving employee performance. and tenure of more than 20 years is 13%. This data shows that Kerinci IAIN Rectorate employees have high work experience in carrying out tasks which will certainly have an impact on improving employee performance. and tenure of more than 20 years is 13%. This data shows that Kerinci IAIN Rectorate employees have high work experience in carrying out tasks which will certainly have an impact on improving employee performance.

2. Description of Research Results

The results in this study describe the effect of competence, work discipline, work ethic, and work motivation on the performance of RAIN IAIN Rector's employees, which is carried out by distributing questionnaires to respondents. In general, the results of this study can be seen in the following table:

TABLE 3 VARIABLE DESCRIPTIVE ANALYSIS

	N	Min	Max	Sum	The mean
	Statistics	Statistics	Statistics	Statistics	Statistics
Employee Performance	47	36	50	2002	42.59
Competence	47	36	50	1984	42.21
Work Discipline	47	36	50	1957	41.63
Work ethic	47	33	50	2047	43.55

Work motivation	47	36	50	1997	42.48
Valid N (listwise)	47				
	Std. Dev		the item	TCR	Ket
	Statistics		question	(%)	
Employee Performance	3,937		10	85.19	Well
Competence	3,141		10	84.42	Well
Work Discipline	3,130		10	83.27	Well
Work ethic	3,826		10	87.10	Well
Work motivation	3,574		10	84.97	Well
Valid N (listwise)					

Source: Primary Data, IBM SPSS Data Processing Results Ver. 24.0, 2020.

From table 3 above it can be seen that the results of the descriptive analysis for each of the variables in this study were obtained:

- a. Performance; Having an average statement of performance variable items = 42.59% and TCR = 85.19%. This can be interpreted that each of the performance variables of the respondents has a good categorized response, but not yet maximized so it needs efforts to further improve the factors that affect the performance itself.
- b. Competence; Have an average variable items competency statement = 42.21% and TCR = 84.42%. This can be interpreted that each competency variable of the respondents has a good categorized response, but it can still be maximized so that efforts are needed to further improve the factors that affect the competency itself.
- c. Work Discipline; Having an average statement item of work discipline variable = 41.63% and TCR = 83.27%. This can be interpreted that each work discipline variable of the respondents has a good categorized response, but can still be optimized so that efforts are needed to further improve the factors that influence the work discipline itself.
- d. Work ethic; Having an average statement item work ethic variable = 43.55% and TCR = 87.10%. This can be interpreted that each work ethic variable of the respondents has a good categorized response, but can still be optimized so that efforts are needed to further improve the factors that influence the work ethic itself.
- e. Work motivation; Having an average variable item statement of work motivation = 42.48% and TCR = 84.97%. This can be interpreted that each motivational variable of the respondent has a good categorized response, but it can still be optimized so that efforts are needed to further improve the factors that influence work motivation itself.

3. Validity test

The validity test used is the Pearson Product Moment correlation technique, which is by correlating the scores of each variable with the total score. A variable / statement is said to be valid if the statement's score correlates significantly with the total score, to determine the validity of the questionnaire is done by comparing rtable with rcount. The validity test results using a program from IBM SPSS for Windows Version 24.0, which can be seen in the table below:

TABLE 4 VALIDATION TEST RESULTS

Item	r count	r table	Results
Employee Performance (Y)	.6791	.2876	Valid
Competence (X1)	.7236	.2876	Valid
Work Discipline (X2)	0.5228	.2876	Valid
Work Ethic (X3)	0.6548	.2876	Valid
Work Motivation (X4)	0.5878	.2876	Valid

Source: Primary Data, Results of IBM SPSS 24.0, 2020.

From table 4 above, it is known that the calculated value of all items of variable statement is greater than rtable, meaning that all statement items are declared valid.

4. Reliability Test

Reliability test is used to determine the reliability of a variable. A variable is said to be reliable if it has a Cronbach Alpha greater or equal to 0.60 and if it is smaller than 0.60 then the variable is said to be unreliable. The reliability test results using the program from IBM SPSS for Windows Version 24.0 of the variables in this study can be seen in the following table:

TABLE 5 RELIABILITY TEST RESULTS

No.	Variable	Number of Valid Items	Cronbach's Alpha	Information
1	Employee Performance	10	0.869	Reliable
2	Competence	10	.894	Reliable
3	Work Discipline	10	0.690	Reliable
4	Work ethic	10	0.841	Reliable
5	Work motivation	10	0.825	Reliable

Source: Primary Data, Results of IBM SPSS 24.0, 2020.

From table 5 above, we know the Cronbach's Alpha value of all variables > 0.6. The meaning is that the measuring instrument used of all variables in this study is reliable or trustworthy.

5. Multiple Linear Regression Analysis Test

Based on the results of calculations using a computer using the IBM SPSS for Windows Ver. 24.0, from the Summary Model table, the ANOVA table and the Coefficients table can be made a recap table for the results of the regression coefficient, tcount, significance value, Fcount value, and R Square (R²) value. The results can be seen in the following table:

TABLE 6. RECAP OF MULTIPLE REGRESSION ANALYSIS TEST RESULTS

Variable	Koef. Regression	t count	Sig.
A constant	21,420		
X1	0.438	3,164	0.003
X2	.378	2,573	0.014
X3	.296	2,550	0.015
X4	.397	3,132	0.003
F arithmetic = 10,245	Sig. 0,000		
R ² = 0.494			

Source: Primary Data, processed by the author, 2020.

From table 6 above, the regression equation model for the effect of competence, work discipline, work ethic and work motivation on employee performance is as follows:

$$Y = 21,420 + 0,438.X1 + 0,378.X2 + 0,296.X3 + 0,397.X4 + e$$

From the regression equation above, it can be interpreted as follows:

1. The value of the constant (α) is 21,420 meaning that without the influence of competence, work discipline, work ethic and motivation, the performance already exists at 21.42%.
2. The value of the competency regression coefficient (b1) is 0.438, which means that for each increase in one unit of competency, employee performance increases by 43.8%.
3. The value of the work discipline regression coefficient (b2) is 0.378 which means that for each increase in one work discipline unit, employee performance increases by 37.8%.
4. The value of the work ethic regression coefficient (b3) is 0.296 which means that for each increase in one work discipline unit, employee performance increases by 29.6%.
5. The value of the regression coefficient of work motivation (b4) is 0.397 meaning that each increase in one unit of motivation then employee performance increases by 39.7%.

6. Partial Test (t test)

This t-test is intended to determine the effect of partial (individual) competence, work discipline, work ethic and work motivation on employee performance. T test results using the IBM SPSS for Windows Ver. 24.0, from table 6, the t-value obtained from the calculation results:

1. Competency Variable; Tcount value of competence variable = 3.164 with a probability of significance of 0.003 < 0.05. With df = 47-4 = 43 obtained t table = 2.01669, then $t > t$ table or 3.164 > 2.01669, as a result Ho is rejected and Ha is accepted. The competency variable has a significant effect on employee performance, so it can be concluded that the hypothesis (H1) which says competence has a significant effect on the performance of Kerinci IAIN Rectorate employees is accepted, thus the first hypothesis (H1) is accepted.
2. Work Discipline Variable; Tcount value of the work discipline variable = 2.573 with a significance probability of 0.014 < 0.05. With df = 47-4 = 43 obtained t table = 2.01669, then $tcount > t$ table or 2.573 > 2.01669, as a result Ho is rejected and Ha is accepted. Work discipline variables have a significant effect on the performance of Kerinci IAIN Rectorate employees, so the second hypothesis (H2) is accepted.
3. Work Ethic Variable; Tcount value of the work ethic variable = 2.550 with a significance probability of 0.015 < 0.05. With df = 47-4 = 43 obtained t table = 2.01669, then $tcount > t$ table or, 2.550 > 2.01669, as a result Ho is rejected and Ha is accepted. The work ethic variable has a significant effect on Kerinci IAIN Rectorate employees, so the third hypothesis (H3) is accepted.

4. Work Motivation Variable; Tcount value of work motivation variable = 3.132 with a probability of significance of $0.003 < 0.05$. With $df = 47 - 4 = 43$ obtained t table = 2.01669, then $t > t$ table or $3.132 > 2.01669$, as a result H_0 is rejected and H_a is accepted. Work motivation variable has a significant effect on Kerinci IAIN Rectorate employees, so the fourth hypothesis (H_4) is accepted.

7. Simultaneous Test (F Test)

The F test (the feasibility of the model) is intended to determine the effect of independent variables (competence, work discipline, work ethic, and work motivation) simultaneously (together) on the dependent variable (performance). The results of this test use IBM SPSS Ver 24.0 for Windows, the results of data processing obtained ANOVA test which can be seen in table 6, obtained the value of $F_{count} = 10.245$ with a significance probability of 0.000. The probability of significance is < 0.05 . With $df = n - (k - 1) = 47 - (5 - 1) = 43$ obtained $F_{table} = 2.59$, then $F_{count} > F_{table}$ or $10.245 > 2.59$ with a significance level of $0.000 < 0.05$ as a result H_0 is rejected and H_a received. Variable competence, work discipline, work ethic and work motivation together (simultaneously) significantly influence the performance of RAIN IAIN Rector employees so it can be concluded that the fifth hypothesis (H_5) which reads "Competency, Work Discipline, Work Ethic and Work Motivation simultaneously positive and significant effect on the performance of Kerinci IAIN Rectorate employees accepted, then the fifth hypothesis (H_5) can be accepted.

8. Determination Coefficient Test (R^2)

Analysis of the coefficient of determination for competence, work discipline, work ethic and work motivation on the performance of RAIN IAIN Rectorate employees was performed using the IBM SPSS for windows 24.0 program. From the results of data processing presented in table 6, the results of the calculation of regression estimates, obtained values of adjusted determination coefficients or R Square = 0.494 means that 49.4% of the variation of all independent variables (competence, work discipline, work ethic and work motivation) can explain dependent variable (employee performance), while the remaining 50.6% is explained by other variables not examined in this study. Because the value of R^2 is close to 0 (zero), the independent variable (competence, work discipline, work ethic and motivation) simultaneously towards dependent (performance) are small.

V. Results And Discussion

1. Effect of Competence on Performance

The first objective of this study was to determine the effect of competence on performance. The results of statistical analysis using multiple linear regression showed that the first hypothesis was accepted, so it can be concluded that the first hypothesis (H_1) reads The competency partially has a significant effect on the performance of Kerinci IAIN Rectorate employees, so the first hypothesis (H_1) is accepted, so the first hypothesis (H_1) is accepted.

The results of this study are in line with the results of the study Sartika (2015), Revita (2015), and Pujoraharjo, et al., (2015) that competence has a significant influence on performance. So it can be concluded from the results of this study prove that the competency variable partially has a significant effect on the performance of Kerinci IAIN Rectorate employees. This means that the competence of an agency is very important to note because competence has an influence on the performance results of an employee which will also affect the performance of the agency. Therefore agencies must pay more attention to the competencies possessed by their employees.

2. Effect of Work Discipline on Performance

The second objective of this study is to determine the effect of work discipline on performance. The results of statistical analysis using multiple linear regression indicate that the second hypothesis (H_2) is accepted, so it can be concluded that the second hypothesis (H_2) reads work discipline partially has a significant effect on the performance of Kerinci IAIN Rectorate employees, so the second hypothesis (H_2) is accepted. The results of this study are in line with the research results of Revita (2015) and Wahid (2016) from the results of his research that work discipline has a significant effect on performance. So it can be concluded from the results of this study proving that the research produced that work discipline variables partially significantly influence the performance of RAIN IAIN Rector's employees, this means that if the employee's work discipline in an agency is good and well controlled, the agency will be able to control and be able to improve employee performance.

3. Effect of Work Ethic on Performance

The third objective of this study is to determine the effect of work ethic on performance. The results of statistical analysis using multiple linear regression showed that the third hypothesis (H_3) was accepted, so it can be concluded that the third hypothesis (H_3) which reads Work ethic partially has a significant effect on the

performance of Kerinci IAIN Rectorate employees, so the third hypothesis (H3) is accepted. The results of this study are in line with the results of research by Wahid (2016), Mouren and Jantje (2016), and Rakhmatullah, et al. (2018) from their research findings that work ethic has a significant effect on performance. So it can be concluded from the results of this study proving that the research produced that the work ethic variable partially has a significant effect on the performance of Kerinci IAIN Rectorate employees, this means the work ethic has a significant effect in improving the performance of employees.

4. Effect of Work Motivation on Performance

The fourth purpose of this study is to determine the effect of work motivation on performance. The results of statistical analysis using multiple linear regression indicate that the fourth hypothesis is accepted, it can be concluded that the fourth hypothesis (H4) which reads Work motivation partially has a significant effect on the performance of Kerinci IAIN Rectorate employees, so the fourth hypothesis (H4) is accepted. The results of this study support the research results of Wahid (2016) and Sutrisno (2013) that work motivation has a significant effect on performance. So it can be concluded from the results of this study proving that work motivation variables partially have a significant effect on the performance of Kerinci IAIN Rectorate employees. This result means that work motivation has a significant effect in improving an employee's performance. Work motivation is the desire in a person that encourages someone to be able to do something as well as possible, so that it will encourage the passion and enthusiasm of employee work, so that it will affect the performance of employees.

5. Effect of Competence, Work Discipline, Work Ethic and Work Motivation on Performance

The fifth objective of this study was to determine the effect of competence, work discipline, work ethic and work motivation on performance, based on the research performance of Kerinci IAIN Rector's employees is good seen from the response of respondents (TCR) of 85.19%, stating that employee performance is good . This means that Kerinci IAIN Rectorate employees are very serious in doing their work and trying to finish it on time. Based on the results of statistical analysis by testing the hypothesis of the ANOVA test (Simultaneous Test / F Test) obtained the fifth hypothesis is accepted, it can be concluded that the fifth hypothesis (H5) which reads Competency, Work Discipline, Work Ethic and Work Motivation simultaneously has a significant effect on performance Kerinci IAIN Rectorate employees accepted, then the fifth hypothesis (H5) is accepted. The influence of competency variables, work discipline, work ethic and work motivation on performance variables, research has been in accordance with what was revealed by Mouren and Jantje (2016), Wahid (2016), and Revita (2015) which suggested that competence, work discipline, ethos work and work motivation simultaneously affect performance. So it can be concluded that the hypothesis of this study that competency, work discipline, work ethic and work motivation simultaneously have a significant effect on the performance of Kerinci IAIN Rectorate employees has been proven. Wahid (2016), and Revita (2015) who suggested that competency, work discipline, work ethic and work motivation simultaneously affect performance. So it can be concluded that the hypothesis of this study that competency, work discipline, work ethic and work motivation simultaneously have a significant effect on the performance of Kerinci IAIN Rectorate employees has been proven. Wahid (2016), and Revita (2015) who suggested that competency, work discipline, work ethic and work motivation simultaneously affect performance. So it can be concluded that the hypothesis of this study that competency, work discipline, work ethic and work motivation simultaneously have a significant effect on the performance of Kerinci IAIN Rectorate employees has been proven.

VI. Conclusions And Recommendations

1. Conclusion

Based on the results of research and data processing that have been done before, some conclusions can be drawn as follows:

1. Competency partially has a significant effect on the performance of Kerinci IAIN Rectorate employees,
2. Work discipline partially has a significant effect on the performance of Kerinci IAIN Rectorate employees,
3. Work ethic partially has a significant effect on the performance of Kerinci IAIN Rectorate employees,
4. Work motivation partially has a significant effect on the performance of Kerinci IAIN Rectorate employees,
5. Competency, work discipline, work ethic and work motivation simultaneously have a significant effect on the performance of Kerinci IAIN Rectorate employees.

2. Suggestion

Based on the research findings and conclusions, the authors propose the following suggestions:

1. The researcher recommends that employees of the Rector of the State Islamic Institute (IAIN) in order to maximize the best possible hours of work so that the work provided can be completed on time.

2. The researcher suggests to the employees of the Rector of the State Islamic Institute (IAIN) that they can inform or give permission to the agency if they are unable to attend.
3. Researchers suggest to the employees of the Rector of the State Islamic Institute (IAIN) to be able to use working hours as well as possible and not leave the workplace during working hours or before break time.
4. The researcher suggests to the employees of the Rector of the State Islamic Institute (IAIN) that they can work with humility and do work with gratitude.
5. Researchers suggest to the Rector of the State Islamic Institute (IAIN) that they are able to pay attention and develop their own potential, so that employee performance can go well.

Reference

- [1]. Alex S. Nitisemito., 2011, *Manajemen Personalita (Manajemen Sumber Daya Manusia*, Edisi Kelima, Cetakan Keempat belas, Ghalia Indonesia, Jakarta.
- [2]. Amwiarni Sartika., 2015, *Pengaruh Kompetensi, Disiplin Kerja dan Pengalaman Kerja terhadap Kinerja Pegawai Dinas Pendapatan, Pengelolaan Keuangan dan Aset Daerah Kota Palu*, e-jurnal katalogis, Volume 3 Nomor 1, Januari 2015 hlm 54-65. ISSN: 2302-2019
- [3]. Arif Eko Rakhmatullah, Sri Hadiati, Kohar Adi Setia., 2018, *Pengaruh Kompetensi, Pengalaman Kerja dan Etos Kerja terhadap Kinerja Pegawai Dimediasipada Dinas Pendidikan Kabupaten Probolinggo, Profesionalisme* jurnal ekonomi dan manajemen E-ISSN. 2614-4212 (Online), ISSN 1411-5794 (Cetak), Volume 19, No. 1- Februari 2018.
- [4]. Darmadi, Hamid., 2014, *Metode Penelitian Pendidikan Sosial*, Bandung: Alfabeta.
- [5]. Erlina., 2011, *Metodologi Penelitian Bisnis: Untuk Akuntansi dan Manajemen*, Edisi kedua, Cetakan Pertama, USU Press, Medan.
- [6]. Hasibuan, Malayu S. P., 2012, *Manajemen Sumber Daya Manusia*, Jakarta: PT. Bumi Aksara.
- [7]. Ikhsan Abd. Wahid., 2016, *Pengaruh Motivasi, Etos Kerja dan Disiplin Kerja terhadap Kinerja Pegawai Negeri Sipil (PNS) pada Dinas Kehutanan dan Perkebunan Daerah Kabupaten Morowali*, jurnal katalogis, Volume 4 Nomor 8, Agustus 2016 hlm 156-163.
- [8]. Mangkunegara, Anwar Prabu., 2012, *Evaluasi Kinerja Sumber Daya Manusia*, Bandung: Penerbit Refika Aditama.
- [9]. McClelland, D.C. & Burnham, D.H., 2013, *Power is The Great Motivator*, Harvard Business Review, 54 (2).
- [10]. Meri Revita., 2015, *Pengaruh Kompetensi, Disiplin Kerja dan Lingkungan Kerja terhadap Kinerja Pegawai Dinas Energi dan Sumber Daya Mineral Kabupaten Sigi*, jurnal katalogis, Volume 3 Nomor 9, September 2015 hlm 159-170. ISSN: 2302-2019.
- [11]. Moeheriono., 2012, *Pengukuran Kinerja Berbasis Kompetensi*, Edisi Revisi, Jakarta, PT. Raja Grafindo Persada.
- [12]. Mouren Bawelle, Jantje Sepang., 2016, *Pengaruh Etos Kerja, Gairah Kerja dan Disiplin Kerja terhadap Kinerja Karyawan PT. BRI Cabang Tahuna*, jurnal EMBA, Vol. 4 No. 5 September 2016 hlm 303-408. ISSN 2303-1174.
- [13]. Muri A. Yusuf., 2015, *Metode Penelitian: Metode Penelitian Kuantitatif, Kualitatif, dan Penelitian Gabungan*, Jakarta: Prenadamedia Group.
- [14]. Pasolong, Harbani. 2010. *Teori Administrasi Publik*, Alfabeta, Bandung.
- [15]. Purwandito Pujoraharjo, Zunaidah, Yuliansyah M. Diah., 2015, *Pengauh Kompetensi, dan Desain Kerja terhadap Kinerja Karyawan (Studi Kasus di Departemen Gigi dan Mulut RSUP Dr. Mohammad Hoesin Palembang)*, jurnal manajemen dan bisnis sriwijaya, Vol. 13 No. 4, Desember 2015.
- [16]. Rd. Erni Fitriani, Bambang Utuyo, Nur Effendi., 2018, *Pengaruh Kompetensi, Kompensasi, Iklim Organisasi dan Etos Kerja Pustakawan Terhadap Kinerja Pustakawan Perpustakaan Perguruan Tinggi di Kota Bandar Lampung*, jurnal wacana publik, Volume 12, Nomor 01, Juni 2018. ISSN 1858- 2400.
- [17]. Robbins, Stephen P., 2008, *Perilaku Organisasi*, Jilid I dan II, alih Bahasa: Hadyana Pujaatmaja, Jakarta: Prenhallindo.
- [18]. Robbins, Stephen P., dan Mary, Coulter., 2010, *Manajemen*, diterjemahkan oleh Bob Sabran, Wibi Hardani, Erlangga: Jakarta.
- [19]. Ruky, Achmad S., 2006, *Sistem Manajemen Kinerja*, Jakarta: Gramedia Pustaka Utama.
- [20]. Sudarmanto., 2011, *Kinerja dan Pengembangan Kompetensi SDM*, Yogyakarta: Pustaka Pelajar.
- [21]. Sinambela, Lijan Poltak. 2012. *Kinerja Pegawai*. Graha Ilmu: Yogyakarta.
- [22]. Sinamo, H. Jansen., 2011, *Etos Kerja Profesional Navigator Anda Menuju Sukses*, PT. Spirit Mahardika, Jakarta.
- [23]. Siswanto, B. Sastrohadiwiryo., 2013., *Pengantar Manajemen*, Jakarta: Bumi Aksara.
- [24]. Sugeng Sutrisno., 2013, *Pengaruh Disiplin Kerja dan Motivasi Kerja terhadap Kinerja Pegawai Negeri Sipil (Studi di Kantor Dinas Sosial Provinsi Jawa Tengah)* jurnal ilmiah dinamika ekonomi dan bisnis, Vol. 1 No. 1 April 2013.
- [25]. Sugiyono., 2017, *Metode Penelitian Kuantitatif, Kualitatif, dan R&D*, Bandung: Alfabeta.
- [26]. Sumadi, Suryabrata., 2014, *Metodologi Penelitian*, Cetakan Ke-25, Jakarta: PT. Raja Grafindo Persada.
- [27]. Tasmara, Toto., 2008, *Etos Kerja Muslim*, Jakarta: Labmend.
- [28]. Tebba, Sudirman., 2005, *Membangun Etos Kerja dalam Perspektif Tasawuf*, Bandung: Pustaka Nusantara Publishing.
- [29]. Wibowo., 2013, *Perilaku Organisasi*, Jakarta: Fajat Interpratama.

Nasman Arya, et. al. "The Influence of Competence, Work Discipline, Work Ethos, And Work Motivation Towards The Performance Of Rabor Iain Rektorat." *IOSR Journal of Business and Management (IOSR-JBM)*, 22(8), 2020, pp. 32-41.