The Influence of Competency, Motivation and Work Discipline on the Performance of Asn ATR/BPN

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Keywords:	Abstract
	This study aims to determine the effect of competence, motivation and work discipline on the performance of the State Civil Apparatus, Agrarian Spatial Planning / National Defense Agency of the City of Pinrang Regency. This type of research is a post-facto research that is correlational with a survey approach. This method is used to find out and dig deeper into the influence of the variables of Competence , motivation and work discipline on the State Civil Apparatus, Agrarian Spatial Planning / National Defense Agency of Pinrang Regency. The population in this study was the entire State Civil Apparatus, Agrarian Spatial Planning / National Defense Agency of Pinrang Regency, both Civil Servants and Non-Civil Servants totaling 68 people. Sampling was used using a questionnaire as a primary data collection tool. The sample in this study amounted to 68 people from the State Civil Apparatus, Agrarian Spatial Planning / National Defense Agency of Pinrang Regency using a saturated sample. The collection technique used in this study was a questionnaire. The questionnaire used was a structured questionnaire in a closed form that was distributed to respondents. The results of this study indicate that the influence of competence, motivation and work discipline on the performance of the State Civil Apparatus, Agrarian Spatial Planning / National Defense Agency of the City of Pinrang has a very significant influence. With an R square value of 0.765 or 76.5% which means competence, motivation and work discipline have a positive impact on the performance of the State Civil Apparatus, Agrarian Spatial Planning / National Defense Agency of Pinrang Regency.

1. Introduction

Based on the data from the Ministry of ATR/BPN in 2017, it is targeted that by 2025, all land within the territory of the Unitary State of the Republic of Indonesia will be registered. However, there are still approximately 63 million land parcels that remain unregistered. To achieve this target, there is a need for an acceleration in the development of agrarian infrastructure, which includes four aspects: 1) Empowerment of Human Resources (HR) in the field of Measurement and Mapping; 2) Provision of facilities and infrastructure to support measurement activities; 3) Utilization of the Systematic Land Registration Complete (PTSL) method, as mandated by the Ministry of ATR/KaBPN in 2017; and 4) Budgeting.

Despite these efforts, the reality is that the Ministry of ATR/BPN is still facing unresolved issues related to agrarian infrastructure. As of the latest data in 2016, out of 44 million registered land parcels, approximately 24 million are not yet mapped on the Registration Map. This situation poses various challenges, especially at the Regency ATR/BPN Office Pinrang, where the lack of a Land Registration Map leads to complaints from customers regarding outdated services, lack of focus, slow work, and excessive chatting during working hours. The problems at the district ATR/BPN Office Pinrang are attributed to the lack of technical expertise among staff members in land mapping. Competency levels among measurement officers have not reached the necessary standard, particularly in determining Basic Point Technique (TDT) as a tie point for land measurement.

The technical skills of measurement officers need improvement to support the land mapping process and prevent issues such as double certification. Additionally, the motivation of ATR/BPN staff in Regency Pinrang is hindered by inadequate budget allocations for national land registration/mapping projects, leading to delays in completing tasks. For instance, efforts to improve spatial data on land through Graphical Index Mapping (GIM) activities have

not yielded optimal results due to insufficient funding. The accumulation of unresolved projects over the years indicates a lack of discipline among ATR/BPN staff in Regency Pinrang. This underscores the urgency of identifying the root causes of these issues and implementing appropriate measures to accelerate the improvement of spatial data on land. The weak performance of the National Land Agency and its staff in land management/governance is influenced by various factors, including individual competency levels, environmental factors, and policies from central leadership. To address these challenges, it is imperative to conduct a study titled "Influence of Competence, Motivation, and Work Discipline on the Performance of Regency ATR/BPN Staff in Pinrang."

2. Literature Review
2.1 Overview of Theory

The importance of competence, motivation, and work discipline in the performance of Civil Service Apparatus (ASN) is crucial. Understanding what should be done and one's role in the work is essential for ASN, as it leads to adequate functions and competencies within the organization. Therefore, a grasp of theories related to competence, motivation, work discipline, and performance is necessary. These concepts can be summarized as follows:

Competence: The significance of human resources' competence lies in their ability to perform tasks effectively. According to Terry (2005:151), every individual possesses competence, ideally supported by education, skills, work experience, and technological proficiency.

Motivation: Motivation, as described by Robbins (2007:214-215) based on Maslow's hierarchy of needs, begins with physiological needs and progresses to higher-level needs such as security. Once lower-level needs are satisfied, individuals pursue higher-level needs.

Work Discipline: Prijodarminto (2004) proposes that work discipline encompasses

three aspects: mental attitude, behavior, and responsibility.

Performance: Mulyasa (2004:136) defines performance as the execution, achievement, or outcome of work tasks.

2.2 Framework of Thought

ASN with appropriate competence can understand their roles and responsibilities in the workplace, leading to improved performance. For instance, ASN ATR/BPN in Regency Pinrang with high intellectual competence, such as a bachelor's degree in Applied Science, will comprehend their duties well, fostering idealism and dedication to their tasks. Skills are crucial for ASN ATR/BPN, particularly in land measurement, where determining Base Point Locations (TDL) requires precision. Experience is also vital for effectively processing land certificates, as insufficient experience can lead to delays in the certification process.

ASN ATR/BPN relies on technology and scientific knowledge to streamline processes such as mapping and land registration, which ultimately contributes to the agency's performance. High competence, coupled with education, skills, experience, and technological proficiency, enhances the performance of ASN ATR/BPN in preventing issues within the National Land Agency, particularly in Regency Pinrang. Motivation plays a significant role in driving performance. Individuals with a strong desire to contribute to national programs, such as land mapping and registration, exhibit high motivation, which translates into discipline and dedication to their work. Employees who feel competent and comfortable in their roles are more likely to enjoy their work and perform better. This positive attitude towards work enhances their overall performance and contributes to organizational success..

3. Research Methods

The study is ex post facto in nature, correlational with a survey approach. Ex post facto research aims to find possible causes of changes in behavior, symptoms, or phenomena

caused by events, behaviors, or factors that have already occurred (Watson, et al., 1984). The method of data collection used in this study is a questionnaire. The questionnaire is structured in a closed-ended format to elicit responses from the respondents. The statements in the questionnaire are designed to gather important data and information necessary for the study. The questionnaire grid that will be used in this study is presented in Table 3.1, outlining variables and indicators related to performance, competition, motivation, and work discipline. These variables include performance indicators such as implementation of work, achievement work, and work results/performance work, competition indicators such as education, skills, experience, and mastery of technology, motivation indicators such as physiological needs, social needs, personality, awards, and self-actualization, and work discipline indicators such as attitude, behavior, and responsibility.

4. Results and Discussion
4.1 Influence Competence on the Performance of Regency ASN ATR/BPN Pinrang

Competence significantly influences the positive performance of District ASN ATR/BPN Pinrang and plays a crucial role in the land certificate resolution process. The higher the competence level of an ASN ATR/BPN, the greater their contribution to improving performance. The evaluation of an ASN's competency considers education, skills, work experience, and technological mastery, all of which are decisive indicators of whether an ASN can enhance their performance. This aligns with the theory proposed by Terry (2005:151), which emphasizes that individuals possess competence when supported by education, skills, work experience, and technological mastery.

Additionally, Hasibuan (2005:19) further strengthens this notion by suggesting that individuals acquire knowledge through education, skills, life experiences, and future orientation. The descriptive findings of the study reveal that the overall perception of competence among District ASN ATR/BPN in Pinrang is positive, with an average score of 4.61. Notably, the educational background of District ASN ATR/BPN in Pinrang shows that 64 individuals hold a Bachelor's degree, accounting for 94.12%, while 4 individuals have a Diploma 2 (DII) education, constituting 5.88%. This suggests that the competency level of ASN Agrarian and Spatial Planning/National Land Agency falls within the category of good competence, as indicated by their education, skills, work experience, and technological mastery.

Furthermore, the regression analysis and hypothesis testing results indicate that the coefficient of influence of competence on the performance of ASN Agrarian and Spatial Planning/National Land Agency was 0.212, with a p-value of $0.026 < 0.05$ and a T-Count test result of $2.254 >$ t table 1.646. This demonstrates that competence significantly and positively influences the performance of ASN Agrarian and Spatial Planning/National Land Agency in Pinrang. In other words, the higher the competencies possessed by an ASN ATR/BPN, the higher their performance level. Interviews conducted with ASN ATR/BPN in the field revealed the need for improvement in the educational background of ASNs. ASNs with higher intellectual competence, such as those with a bachelor's degree in Applied Science, are better equipped to understand their roles and responsibilities in land measurement and mapping.

This understanding fosters idealism and a sense of duty among ASNs towards their responsibilities. Moreover, possessing specific skills is crucial for ASN ATR/BPN, especially in the complex task of determining Base Point Locations (TDL). Skills in this area significantly impact the accuracy of territorial boundary delineation in land certification processes. The test results of the first hypothesis affirm that competence significantly and positively influences the performance of ASN Agrarian and Spatial Planning/National Land Agency.

4.2 Influence Motivation on the Performance of Regency ASN ATR/BPN Pinrang

Motivation significantly and positively impacts the performance of District ASN ATR/BPN Pinrang and plays a crucial role in various tasks such as planning, mapping, and land certification processes carried out either in the field or in the office. The higher an ASN's motivation, the greater their contribution to enhancing performance. Motivation is evaluated based on physiological needs, security, social needs, rewards, and self-actualization, all of which are decisive indicators of an ASN's ability to improve their performance. This aligns with Maslow's theory of hierarchical needs, which suggests that human needs progress from physiological to self-actualization, with each need depending on and sustaining the fulfillment of others.

Research conducted by Brigita Ria Tumilaar in 2017 supports this notion, indicating that discipline, leadership style, and motivation simultaneously influence employee performance significantly. The distribution of statement items in the study reveals that ASN's perception of motivation is generally positive, with an average score of 4.51. This suggests that motivation among District ASN ATR/BPN Pinrang is categorized as good, considering indicators such as physiological needs, security, social needs, rewards, and self-actualization.

Regression analysis and hypothesis testing further confirm that motivation significantly and positively influences the performance of ASN Agrarian and Spatial Planning/National Land Agency. The coefficient of influence of motivation on performance was 0.269, with a p-value of 0.000 < 0.05 and a T-Count test result of 6.678 > t table 1.646. This indicates that higher motivation levels among ASNs lead to better performance.

Interview results with ASNs highlight the importance of high motivation in achieving government objectives smoothly. Fulfilling physiological needs is crucial, while security needs are essential for ensuring the safety of ASNs, particularly in the face of potential threats or disputes in the field. Social needs also influence performance, as perceptions of corruption within the ATR/BPN office affect ASN psychology and interactions with applicants. Additionally, recognition and rewards for completed work motivate ASNs to maintain high performance levels.

The findings of the study align with Donnelly's suggestion that urgent needs motivate individuals to strive harder to fulfill them. For instance, individuals with high achievement needs are driven to set objectives and utilize their skills and abilities to achieve them. Overall, the results support the hypothesis that motivation significantly and positively impacts the performance of ASN Agrarian and Spatial Planning/National Land Agency Pinrang.

4.3 Influence Discipline Work on the Performance of Regency ASN ATR/BPN Pinrang

Discipline at work significantly and positively impacts the performance of District ASN ATR/BPN Pinrang and plays a crucial role in the process of certificate publication carried out at the ATR/BPN office. The higher an ASN's discipline, the greater their contribution to enhancing performance. ASN's discipline is evaluated based on attitudes, behavior, and responsibilities, which are crucial indicators of their ability to improve performance.

This notion aligns with Sinungan's theory, which defines discipline at work as a reflection of mental attitudes and actions in obeying established regulations, ethics, norms, and rules. Research by Ilham Thaief et al. in 2015 supports this, showing that training, compensation, and discipline at work significantly influence the performance of PT PLN Persero employees in Malang, with training being the dominant variable.

The distribution of statement items in the study indicates that ASN's perception of discipline at work is generally positive, with an average score of 4.77. This suggests that discipline among Regency ASN ATR/BPN Pinrang is categorized as good, considering indicators such as attitudes, behavior, and

responsibilities. Regression analysis and hypothesis testing confirm that discipline at work significantly and positively influences the performance of ASN Agrarian and Spatial Planning/National Land Agency, with a coefficient of influence of 0.737 and a p-value of 0.002 < 0.05. This indicates that higher discipline levels among ASNs lead to better performance.

Interview results with three ASNs emphasize the importance of discipline in maintaining order and smooth task implementation to achieve institutional objectives. ASN's attitude of loyalty and obedience to regulations is essential for organizational objectives. Discipline fosters a sense of responsibility and motivates ASNs to adhere to regulations, procedures, and policies, resulting in better performance.

Effective management of human resources is crucial for fostering discipline among ASNs, as disciplined ASNs are more likely to achieve optimal results. However, maintaining good discipline can be challenging due to various influencing factors. Lack of knowledge about rules and procedures is a common reason for indiscipline among ASNs, highlighting the importance of orientation programs and detailed explanations by leadership.

The test results confirm the hypothesis that discipline at work significantly and positively influences the performance of ASN Agrarian and Spatial Planning/Regency National Land Agency Pinrang. This aligns with Simamora's view that discipline involves corrective procedures or punishments for violating regulations, focusing on the behavior of the employee rather than personal attributes. Effective disciplinary action is essential for maintaining discipline and fostering a culture of accountability within the organization.

4.4 Dominant Competence _ Influential on the Performance of Regency ASN ATR/BPN Pinrang

The results of the regression analysis and hypothesis testing reveal significant coefficients for the variables under study. Specifically, the coefficient beta value for the influence of discipline at work on the performance of District ASN ATR/BPN Pinrang is 0.882 with a p-value of 0.002, indicating statistical significance at the 0.05 level. This suggests that discipline at work is the dominant factor influencing the performance of District ASN ATR/BPN Pinrang. Additionally, the coefficient beta value for the influence of motivation on District ASN ATR/BPN Pinrang amounts to 0.453 with a p-value of 0.000, demonstrating its significant impact. Meanwhile, the coefficient beta value for the competence variable is 0.303 with a p-value of 0.026, indicating its significant influence on performance. These findings suggest that while discipline at work is the most dominant factor affecting performance, both motivation and competence also play significant roles.

The implementation of discipline at work, characterized by mandatory reporting and adherence to deadlines, has had a positive effect on task resolution within the agency. The PTSL program, requiring rigorous efforts from all ATR/BPN offices, including the Regency ATR/BPN office in Pinrang, has contributed to the improvement of discipline at work. With enhanced discipline, employees are now more punctual and committed to their tasks, leading to increased efficiency and productivity.

The improved discipline at the Regency ATR/BPN Office in Pinrang has fostered stronger emotional connections between employees, their supervisors, and the community, all working towards the common goal of ensuring the success of government programs like PTSL. This improved communication and collaboration have resulted in greater community engagement, particularly in land registration efforts.

These results suggest that as discipline among Regency ASN ATR/BPN Pinrang improves, so does the performance of the agency. Discipline at work influences behavior and actions within the agency, contributing significantly to the overall effectiveness of its operations. Therefore, maintaining discipline is

crucial for ensuring efficient and high-quality work within the organization.

However, the hypothesis testing results regarding competence's dominance in influencing the performance of ASN Agrarian and Spatial Planning/Regency National Land Agency Pinrang were inconclusive. Further investigation may be necessary to explore the relationship between competence and performance in greater detail.

5 Closing
5.1 Conclusion

After a comprehensive series of discussions and analyses, it is evident that several key conclusions can be drawn:

1. Competencies held by ASN ATR/BPN Regency Pinrang significantly and positively influence the performance of District ASN ATR/BPN Pinrang. Competence plays a vital role in the resolution process of publishing certificates at the Regency ATR/BPN office Pinrang. Education, skills, work experience, and technological proficiency are crucial indicators influencing the performance of District ASN ATR/BPN Pinrang. This suggests that the higher the level of competency possessed by ASN ATR/BPN District Pinrang, the greater the enhancement in performance.

2. Motivation significantly and positively influences District ASN ATR/BPN Pinrang. This indicates that motivation among ASN ATR/BPN in Regency Pinrang, influenced by physiological, security, social, reward, and self-actualization factors, plays a crucial role in enhancing performance. The higher the level of motivation among ASN, the greater the improvement in the performance of District ASN ATR/BPN Pinrang.

3. Discipline at work significantly influences the performance of District ASN ATR/BPN Pinrang. This underscores the importance of disciplined work practices among ASN ATR/BPN Regency Pinrang, characterized by attitudes,

4. The regression analysis and hypothesis testing revealed that discipline at work has a dominant influence on the performance of District ASN ATR/BPN Pinrang, with a coefficient beta value of 0.882 and a p-value of 0.002 < 0.05. This highlights the critical role of disciplined work practices at the Regency ATR/BPN office Pinrang in enhancing ASN performance. Therefore, the higher the level of discipline at work within the office, the greater the improvement in ASN performance. This emphasizes that discipline at work is not just an attitude but a crucial factor in resolving the publication of certificates efficiently.

5.2 Limitation and Suggestions

1. The study sample was limited to one district in South Sulawesi. To enhance the generalizability of the findings, future research could consider sampling from multiple districts within South Sulawesi or even from other regions.

2. Regarding competence, motivation, discipline at work, and performance, it is advisable for ASN ATR/BPN to focus on improving all five indicators. By addressing these areas comprehensively, the challenges outlined in the background of the study can be effectively addressed.

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