

PERFORMANCE ANALYSIS OF MEMBERS OF THE REGIONAL PEOPLE'S LEGISLATIVE ASSEMBLY OF KOTA PARIAMAN

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ABSTRACT

This study aims to see the effect of 1) The influence of competence on the organizational commitment of members of the DPRD Kota Pariaman. 2). The effect of work motivation on the organizational commitment of members of the DPRD Kota Pariaman. 3). The effect of work motivation on the performance of members of the DPRD Kota Pariaman. 4). The influence of competence on the performance of members of the DPRD Kota Pariaman. 5). The effect of work motivation on the performance of members of the DPRD Kota Pariaman. 6). The effect of competence on the performance of members of the DPRD Kota Pariaman with organizational commitment as an intervening variable. 7). The effect of work motivation on the performance of members of the DPRD Kota Pariaman with organizational commitment as an intervening variable. The population and sample in this study are all members of DPRD Pariaman City as many as 40 people. The technique of determining the number of samples using total sampling. The data analysis technique used path analysis by fulfilling the requirements of the classical assumption test of normality, linearity, multicollinearity, and heteroscedasticity. The results of this study indicate that competence and work motivation have a significant effect on the organizational commitment of members of the DPRD Kota Pariaman. In addition, competence, work motivation, and organizational commitment also have a significant effect on the performance of members of the DPRD Kota Pariaman.

Keywords: Performance, Competence, Work Motivation, Organizational Commitment

1.0 INTRODUCTION

The position of human resources as organizational resources occupies a strategic place and is often referred to as the most important organizational resource because human resources can mobilize other resources owned by the organization in the process of achieving organizational goals. Utilization of its human resources with other resources, namely by establishing leaders, expert groups of workers, machines, and raw materials or facilities and infrastructure to be optimized in supporting the work processes of employees in the organization. The organization also continuously assesses the extent to which it has functioned and always tries to adapt to its environment as expected to achieve the goals that have been set together.

This very important position of human resources requires organizations to give serious attention to managing their human resources, where this management is carried out through a

human resource management process that is owned to increase the contribution of supervision to the process of achieving organizational goals through increasing competence and motivation. work and organizational commitment.

According to Mathis and Jackson (2021) performance is assessed by the quantity of work that can be done by a person within one working day, quality in adherence to procedures and discipline, reliability in doing the work required with minimum supervision, attendance at work every day and according to working hours and the ability to cooperate with others in completing assigned tasks and work to achieve maximum usability.

One of the agencies that pay attention to the performance of its members is the Regional People's Representative Council (DPRD) of Pariaman City. DPRD has the functions of a) Legislation, related to the formation of regional regulations, b) Budget, Authority in terms of regional budgets (APBD), c) Supervision, Authority to control the implementation of regional regulations and other regulations as well as regional government policies. To achieve this function, every member of the Pariaman City DPRD is required to have good and maximum performance.

Table 1 shows the performance achievements of the programs/activities carried out by members of the Pariaman City DPRD for the period 2019 to 2020. Based on table 1. data above, it can be seen that the performance of Pariaman City DPRD members from 2019 to 2020 has decreased. On average, the performance of the DPRD members in 2020 reached 79%, down from the previous year which reached 82%.

Table 1: The Average Performance Value of Pariaman City DPRD Members (%)

No	Amount (Person)	Average Performance Value Per Individual	
		2019	2020
	93	82	79

Source: Pariaman City Provincial DPRD

To see the performance of the members of the Pariaman City DPRD, the researchers tried to conduct a random initial survey of 35 members of the Pariaman City DPRD. The results of this survey can be seen in table 1. The results of this initial survey showed that the performance of members of the DPRD Kota Pariaman was low. This can be seen from the presence of members of the DPRD Kota Pariaman who did not complete the assigned tasks on time as many as 26 people (74 percent), DPRD members worked not according to the set working hours as many as 17 people (49 percent), DPRD members who were absent, except in 27 people (77 percent) for certain conditions, 25 people (72 percent) who don't have the initiative during empty working hours, and 28 people (80 percent) of DPRD members who complain about inadequate facilities and infrastructure in carrying out their duties.

Table 2: Preliminary Survey Regarding the Performance of Pariaman City DPRD Members

No	Indicator	Amount (person)	Percentage (%)
1	Employee no complete Dutygiven promptly on time	26	74
2	Employees work not by following the working hours that have been set.	17	49
3	Employees are rarely absent if they don't right in an emergency.	27	77
4	Employees do not have the initiative during empty working hours.	25	72
5	Complaints about inadequate facilities and infrastructure in carrying out their duties.	28	80

Source: Preliminary Survey, 2021

The low performance of DPRD members in Pariaman City is influenced by many factors. However, the dominant factors that the author sees that indicate the low performance of members of the DPRD Kota Pariaman are competence, work motivation, and organizational commitment. Competence is a person's ability to produce at a satisfactory level at work (Mangkunegara, 2019). Competence also explains what a person does in the workplace at various levels, identifies the characteristics of each level, and identifies the characteristics of knowledge and skills required by individuals that enable them to carry out their duties and responsibilities effectively to achieve professional quality standards in work.

Employee competence is also an important factor in realizing employee performance, employee after all competence realizes employee performance because employee competence describes the ability and willingness of employees to carry out the work for which they are responsible. The better the competencies possessed by an employee it can be expected that performance will be better. Human resource performance has many competencies considered in the human resource process, it will further increase individual performance and will ultimately improve the performance of all individuals who work in it. in other words, efforts to improve organizational performance are through improving the performance of each individual.

The problem with employee competence in the Pariaman City DPRD is that not all employees can do the work they are responsible for properly, and employees occupy positions that are not by following their background experience. Therefore, employee competence is not a stand-alone problem but is influenced by other factors, namely educational background and experience in the field, communication between employees, and organizational commitment to performance.

Based on table 3, it can be seen from the results of the initial survey that the researchers conducted on average the members of the DPRD Kota Pariaman disagreed with the answers to the questions posed by the researchers by 63% and those who answered agreed were very low on average 38%. If viewed in detail based on the statement that "I understand the work given by the organization" stated 70% disagreed. "Educational background supports my job now" disagreed as much as 65%. "I have skills carrying out work" disagrees 65% and "I

receive training and skills development to support work within the work unit"disagrees 60%. This condition means that there is a problem with the competence of members of the DPRD Kota Pariaman.

Table 3: Preliminary Survey Regarding Competence of Members of DPRD Kota Pariaman

No	Statement	Answer Score (%)	
		Agree	Don't agree
1	I understand the work given by the organization	30	70
2	My Educational background supports a job now	35	65
3	I have skills to carry out work	45	65
4	I receive training and skills development to support work within the work unit	40	60
Average		38	63

Source: Preliminary Survey, 2021

In addition to competence, work motivation also affects the performance of members of the DPRD Kota Pariaman. Work motivation can also affect performance as revealed by Kreitner and Kinicki (2001:205) work motivation can certainly affect performance although, it is not the only factor that shapes performance. Wibowo (2014: 322) Work motivation is a process of intensity, direction, and individual persistence toward achieving goals. In improving employee performance, the work motivation factor from superiors is very important. Motivation is a driving force for someone to carry out activities to get the best results.

The results of the initial survey related to the work motivation of members of the Pariaman City DPRD are shown in table 4. In the table, it can be seen that many members of the Pariaman City DPRD answered that they did not agree. As statement 1 "Superiors give awards to subordinates who can work and are dedicated to good/high" 50% answered disagree. Likewise, statements 2 and 3 answered that they disagreed as much as 45% and 50%. This condition means that the work motivation of members of the DPRD Kota Pariaman is still low.

Table 4: Preliminary Survey Regarding Work Motivation of Members of DPRD Kota Pariaman

No	Statement Material	Agree	Don't agree
1	Superiors give awards to subordinates who can work and are dedicated/highly dedicated.	40%	60%
2	The boss has never reprimanded him with harsh/emotional words.	45%	55%
3	I can socialize well with co-workers in the work environment.	35%	65%

Source: Early Survey 2021

In an agency organizational commitment is a very important factor to realize organizational goals, organizational commitment factors, or the company where the employee works. High organizational commitment will have a positive influence on employees, namely creating job satisfaction, morale, good work performance, and the desire to keep working at the company concerned. According to IndraKharis (2020), organizational commitment is a condition where employee sides with a particular organization and the goals and desires to maintain membership in the organization. So high job involvement means taking sides in an individual's particular job.

Table 5: Preliminary Survey Regarding Organizational Commitment of Pariaman City DPRD Members

No.	Statement	Agree (%)	Don't agree (%)
1.	I am willing to sacrifice my time with my family if my energy is needed by the organization	40	60
2.	I am always ready if asked to work outside my working hours	30	70
3.	I always try to fit into the environment where I work	45	55
4.	I can adapt to the job given to me	35	65

Source: Preliminary Survey, 2021

Table 5 shows the results of a survey related to the organizational commitment of members of the DPRD Kota Pariaman. From the table, it can be seen that 60% of DPRD members disagree with the statement "I am willing to sacrifice my time with my family if my energy is needed by the organization", 70% disagree with "I am always ready if asked to work outside my working hours". Even 65% of DPRD members do not agree with "I always try to fit in the environment where I work". This means that the organizational commitment of members of the DPRD Kota Pariaman still needs to be reviewed. Based on the description of the facts and phenomena above, finally, the author is interested and wants to discuss the problem of the performance of members of the DPRD Kota Pariaman and the factors that influence it in a scientific paper with the title "The Influence of Competence and Work Motivation Through Organizational Commitment to the Performance of Members of the DPRD Kota Pariaman. "

2.0 RESEARCH METHOD

The population in this study was all members of the DPRD Kota Pariaman as many as 40 people. A research sample is a limited number and part of the selected and representative population of the population (Muri, 2015). Meanwhile, according to Sugiyono, (2017), The sample is part of the number and characteristics possessed by the population, and what is learned from the sample, the conclusions can be applied to the population. However, because the sample used is the entire population, the sample in this study is the same as the population, namely all 40 members of the DPRD Kota Pariaman.

The technique taking this sample uses a total sampling technique (whole sample), total sampling is a sampling technique where the number of samples is equal to the population Sugiyono, (2017). The reason for taking total sampling is because according to Sugiyono,

(2017) the number of populations that are less than 100 the entire population is used as a research sample

2.1 Path Analysis Techniques

Path analysis itself does not determine cause-and-effect relationships and also cannot be used as a substitute for researchers to see causality relationships between variables. The causality relationship between variables has been established with a model based on the theoretical basis. What path analysis does is determine the pattern of relationships between three or more variables and cannot be used to confirm or reject an imaginary causality hypothesis.

3.0 RESULTS AND DISCUSSION

3.1 Classic assumption test

3.1.1 Normality test

This normality test is used by the author to test the normality of the regression model. The test is carried out using the method Kolmogorov-Smirnov test for each variable. The regression model has normally distributed if the value of the Kolmogorov-Smirnov sign for each variable is greater than $= 0.05$. The results of the normality test can be seen in table 6.

Table 6: Normality Test Results

		Y	X1	X2	X3
N		40	40	40	40
Normal Parameters	mean	42.8545	33.7091	24.0545	63.9091
	Std. Deviation	3.54557	3.38664	4.26188	3.92651
Most Extreme Differences	Absolute	.119	.152	.097	.139
	Positive	.101	.104	.082	.097
	negative	-.119	-.152	-.097	-.139
Kolmogorov-Smirnov Z		.880	1,130	.718	1.032
asymp. Sig. (2-tailed)		.637	.829	.282	.536

Source: SPSS output results, 2022.

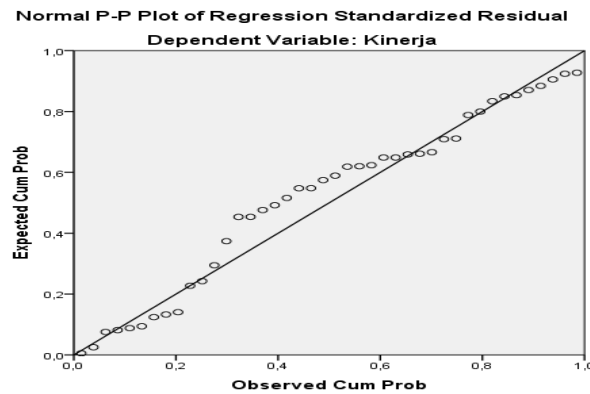
From Table 2 above which is a normality test, it can be seen that in the regression model, the confounding or residual variables have a normal distribution. It can be seen from the results of the sig value of the performance variable (Z) is $0.637 > 0.05$, the competency variable (X1) is $0.829 > 0.05$; the work motivation variable (X2) is $0.282 > 0.05$; organizational commitment variable (Y) is $0.536 > 0.05$. So it can be concluded that the variables of performance, competence, work motivation, and organizational commitment of members of DPRD Kota Pariaman are normally distributed.

3.1.2 Linearity Test

Meanwhile, the linearity test using the PP Plot Graph can be seen in the image below. From the figure, it can be seen that the P-Plot Normal output points are Normal. So this linearity

test states that the specification of the model used is correct. And the regression equation function used is linear.

Figure 1: Linearity Test Results



Source: Primary Data, Processed with IBM SPSS 24.0, 2022

3.1.3 Multicollinearity Test

The multicollinearity test is useful to test whether the regression model found a correlation between independent variables. A good regression model should not correlate with the independent variables if the independent variables are correlated then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables = 0(Ghozali, 2017). Multicollinearity can be seen from the tolerance and Variance Inflation Factor (VIF). The way to find out whether there is a deviation from the multicollinearity test is to look at the Tolerance and VIF values of each independent variable, if the Tolerance value is > 0.10 and the VIF value is < 10, the data free from multicollinearity symptoms can be seen in Table 3.

Based on the multicollinearity test in the table above, it can be seen that there is no relationship between the independent variables. So this research model is free from multicollinearity problems.

Table 7: Multicollinearity Test Results

Model		Coefficients ^a	
		Collinearity Statistics	
		Tolerance	VIF
1	X1	.928	1.077
	X2	.373	2,682
	Y	.238	4.198

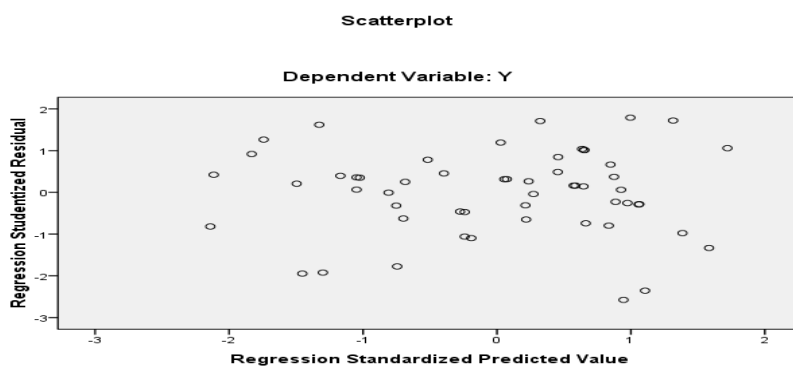
a. Dependent Variable: Y

Source: SPSS output results, 2022

3.1.4 Heteroscedasticity Test

The heteroscedasticity test aims to test whether in a regression model there is an inequality of variance from the residuals from one observation to another. If the variance from the residual of one observation to another observation is constant, then it is called a homokedastability, and if different it is called heteroscedasticity. Detecting the presence of heteroscedasticity in this study used the Plott Graph (Scatter Plot) test. In this test, if there is no clear pattern, such as points spread above and below the number 0 (zero) on the Y axis, then there is no heteroscedasticity. The test results can be seen in Figure 1.

Figure 2: Heteroscedasticity Test Results



In Figure 1 above, it can be seen that there is no clear pattern and the points spread above and below the number 0 on the Y axis. This shows that the data in this study does not have heteroscedasticity problems.

3.2. Path Analysis

3.2.1 Model Line I

3.2.1.1 Model Path Coefficient I

Multiple linear regression analysis was used in this study to know whether there was an influence of the independent variable on the dependent variable. Statistical calculations in multiple linear regression analysis used in this study were using the computer program IBM SPSS ver. 24.0. A summary of the results of data processing can be seen in the following tables:

Based on the table above, it is found that the significance value of the competency variable (X_1) = 0.000 < 0.05, which means that competence has a significant effect on organizational commitment. While the significance value of the work motivation variable (X_2) = 0.000 < 0.05, which means that work motivation has a significant effect on organizational commitment. While the value of R^2 (R Square) contained in the Model Summary table is 0.700 which means that the contribution of the X_1 and X_2 variables to Y is 70% and the remaining 30% is the contribution of other variables not included in the study. And from the value of R^2 (R Square), e_1 is obtained using $e_1 = (1 - 0.700) = 0.30$.

Table 8: Results R Square Y (Organizational commitment)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.883 ^a	.780	.721	2.842

a. Predictors: (Constant), X3, X2, X1

b. Dependent Variable: Y

Source: Primary Data, Processed with IBM SPSS 24.0, 2022.

Table 9: Regression Effect of X1 and X2 on Y

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.883	.253		3,490	.001
	X1	.573	.124	.039	4.621	.000
	X2	.462	.093	.009	4.968	.000

a. Dependent Variable: Y

Source: Primary Data, Processed with IBM SPSS 24.0, 2022.

Based on the results above, the structural equation is obtained, namely:

$$Y = 0.883 + 0.573.X1 + 0.462.X2$$

From the above data processing, the Model I Path Diagram can be obtained, as follows:

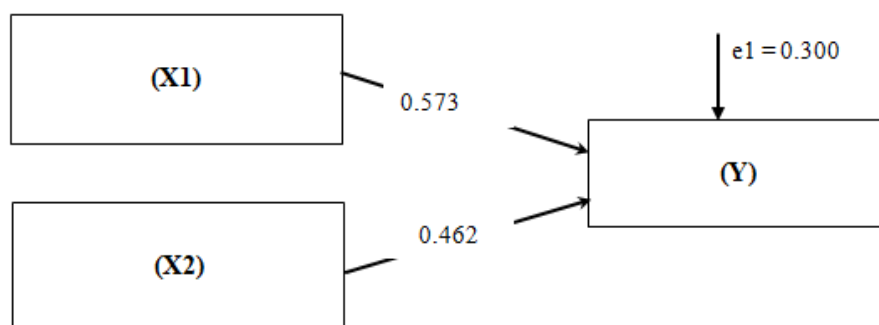


Figure 3. Model I – Path Analysis

3.2.1.2 Model II Path Coefficient

Multiple linear regression analysis is still used in further research to obtain the path coefficient model two, to know whether or not the influence of independent variables (organizational culture and competence) and intervening variables (organizational commitment) on the dependent variable (performance). It can be seen in the table below:

Table 10: R Square Z Results (Performance)

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.991 ^a	.982	.981	.67841

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Source: Primary Data, Processed with IBM SPSS 24.0, 2022.

Table 11: Regression Effect of X1, X2, Y on Z

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.322	3.091		2,368	.019
	X1	.419	.131	.286	3.203	.002
	X2	.476	.113	.384	4.207	.000
	Y	.222	.094	.159	2,377	.019

a. Dependent Variable: z

Source: Primary Data, Processed with IBM SPSS 24.0, 2022.

Based on the table above, it is found that the significance value of the three variables, namely competence (X1) = 0.002 <0.05. This means that competence has a significant effect on performance. While the significance value of the competency variable (X2) = 0.000 <0.05, which means that competence has a significant effect on performance. And for the organizational commitment variable (Y) = 0.019 <0.05, means organizational commitment has a significant effect on performance. And for the value of R2 (R Square) contained in table 11 Model Summary is 0.982 which means that the contribution of the variables X1, X2, and Y to Z is 98.2% and the remaining 1.8% is the contribution of other variables. which were not included in the study. And from the value of R2 (R Square), e2 is obtained using $e2 = (1 - 0.982) = 0.18$.

Based on the results above, the structural equation is obtained, namely:

$$Z = 7.322 + 0.419.X1 + 0.476.X2 + 0.222.Y$$

From the above data processing, the Model II Path Diagram can be obtained, as follows:

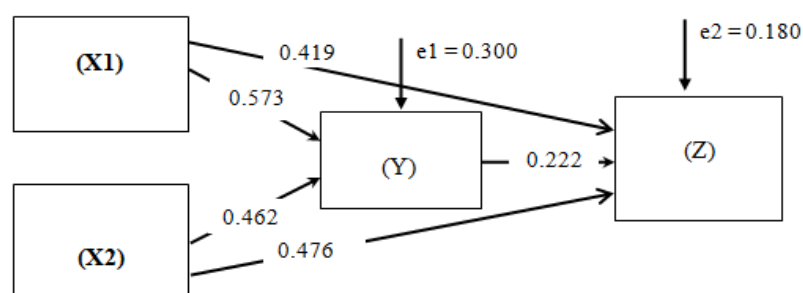


Figure 4. Model II – Path Analysis

3.2.1.3 Hypothesis Test Results

From the two path analysis models, the authors obtained an analysis of the results of the hypotheses for this study, namely:

1. Analysis of the influence of competence (X1) on organizational commitment (Y);

From the analysis of the variables above, the value of the competency variable (X1) = 0.000 <0.05. This means that competence has a significant effect on organizational commitment.

2. Analysis of the effect of work motivation (X2) on organizational commitment (Y).

From the analysis of the variables above, the value of the work motivation variable (X2) = 0.000 <0.05. This means that work motivation has a significant effect on organizational commitment.

3. Analysis of the influence of organizational commitment variable (Y) on performance (Z).

From the analysis of the variables above, the value for the organizational commitment variable (Y) = 0.019 <0.05. This means that organizational commitment has a significant effect on performance.

4. Analysis of the influence of competence (X1) on performance (Z).

From the analysis of the variables above, the value of the competency variable (X1) = 0.002 <0.05. This means that competence has a significant effect on performance.

5. Analysis of the effect of work motivation variable (X2) on performance (Z).

From the analysis of the variables above, the value of the work motivation variable (X2) = 0.000 <0.05. This means that competence has a significant effect on performance.

6. Analysis of the influence of competence (X1) through organizational commitment (Y) on performance (Z).

From the analysis of the variables above, the direct effect given by the competency variable (X1) on performance (Z) is 0.274. While the indirect effect given by X1 through Y to Z is the multiplication between the beta value of X1 to Y with the beta value of Y to Z, which is = $0.573 \times 0.222 = 0.127$. Then the total effect given by competence (X1) on performance (Z) is = $0.419 + 0.127 = 0.696$. Based on the results of this calculation, it is known that the value of direct influence is 0.419 and the value of indirect influence is 0.127, which means that the value of direct influence is greater than the value of indirect influence. These results indicate that competence (X1) directly through organizational commitment (Y) has a significant effect on performance (Z).

7. Analysis of the effect of work motivation (X2) through organizational commitment (Y) on performance (Z).

From the analysis of the variables above, the direct effect given by the work motivation variable (X2) on performance (Z) is 0.476. While the indirect effect given by X2 through Y to Z is the multiplication between the beta value of X2 to Y with the beta value of Y to Z which is $= 0.462 \times 0.476 = 0.219$. Then the total effect given by compensation (X2) on performance (Z) is $= 0.476 + 0.219 = 0.695$. Based on the results of this calculation, it is known that the direct influence value is 0.476 and the indirect effect value is 0.219, which means that the indirect effect value is smaller than the direct influence value. These results indicate that indirect work motivation (X2) through organizational commitment (Y) has an insignificant effect on performance (Z).

3.2.1.4 Testing the Coefficient of Determination (R²)

To find out the value of the coefficient of determination (R²) is indicated by the value of R Square, which can be seen in table 10. Results of R Square Z (Performance), previously. From table 10, the coefficient of determination (R Square) is 0.982 (the value of 0.982 is the square of the correlation coefficient or R, which is $0.991 \times 0.991 = 0.982$), where the magnitude of the coefficient of determination (R Square) is 0.982 equals 98.2%. This means that competence, work motivation, and organizational commitment affect the performance of 98.2%. While the rest ($100\% - 98.2\% = 1.8\%$), were influenced by other variables outside this regression model. The magnitude of the influence of other variables is often referred to as error (e).

3.2.1.5 Direct and Indirect Effect Test

The following is a path analysis to examine the relationship between the duration of organizational culture and competence in performance and whether the relationship between organizational culture and competence in performance is mediated by organizational commitment as shown below:

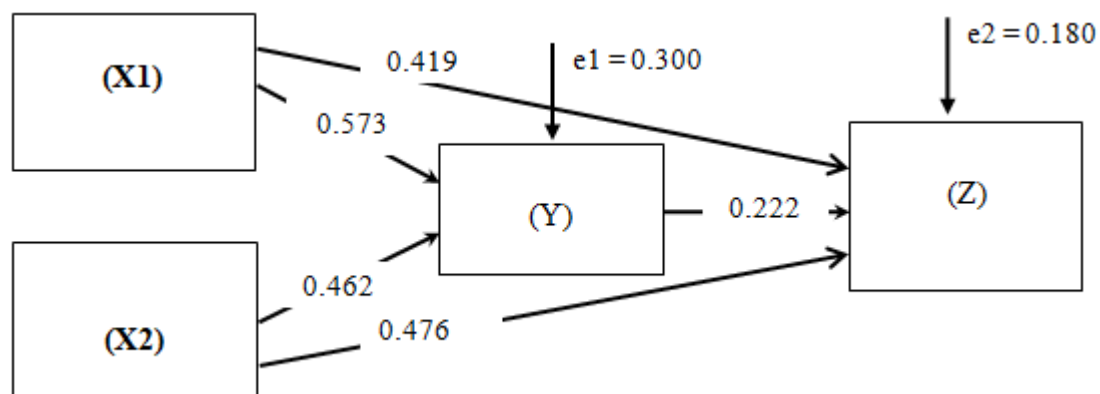


Figure 5. Path Analysis Model

1. Based on the figure, the path model proposed a relationship based on the theory that organizational culture has a direct relationship with performance.
2. Based on the figure, the path model proposed a relationship based on the theory that competence has a direct relationship with performance.

3. However, organizational culture and competence also have an indirect relationship to performance, namely from organizational culture, as well as from organizational culture to organizational commitment and then to performance.

The feasibility test of this model is tested by the F test method, the results of this F test determine the feasibility of a research model. The following are the results of the F Test from research data processing using IBM SPSS for Windows 24.0.

Table 12: F. Test Results

ANOVA ^b						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8,595	3	2.845	6.881	.000a
	Residual	198,420	41	3.253		
	Total	207.015	44			

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Source: Primary Data, Processed with IBM SPSS 24.0, 2022.

It can be seen from table 12 above that the Fcount value is 6.881. Furthermore, these results will be compared with the value of the Ftable. The search for the Ftable is df (k; nk). The value of k = the number of independent variables = 3, and n = respondents = 40. Then $df(k; nk) = df(3; 40-3) = df(3; 37) = 2.85$.

So $F_{count} = 6.881 > F_{table} = 2.85$. So it can be concluded that the independent variables (competence, work motivation, and organizational commitment) simultaneously affect performance (the dependent variable).

3.2.1.6 Partial Hypothesis testing (t-test)

The t-test is intended to determine how far the influence of one independent variable (organizational culture, competence, and organizational commitment) individually in explaining the dependent variable (performance). The results of the t-test in this study can be seen in table 11, in the previous calculation.

Based on the results of the t-test (table 11), it can be proved as follows:

1. The influence of competence on organizational commitment

The partial effect of competence on organizational commitment is 0.573 with a sign. $0.000 < = 0.05$. Sign value. which is smaller than $= 0.05$, indicates the acceptance of the hypothesis which states that competence has a positive and significant effect on organizational commitment, meaning that the higher the influence of competence will affect the organizational commitment of members of the DPRD Kota Pariaman.

2. The effect of work motivation on organizational commitment

The partial effect of work motivation on organizational commitment is 0.462 with a sign. $0.000 < = 0.05$. Sign value. which is greater than $= 0.05$, indicates the rejection of the

hypothesis which states that work motivation has a positive and significant effect on organizational commitment, meaning that the higher the influence of work motivation, the effect on the organizational commitment of members of the DPRD Kota Pariaman.

Based on the results of the t-test (table 11), it can be proved as follows:

3. The influence of competence on performance

The partial effect of competence on performance is 0.419 with a sign. $0.002 < = 0.05$. Sign value. which is small from $= 0.05$, indicating the acceptance of the hypothesis that competence has a positive and significant effect on performance, meaning that the higher the influence of competence will affect the performance of Members of DPRD Pariaman City.

4. The effect of work motivation on performance

The partial effect of work motivation on performance is 0.402 with a sign. $0.000 < = 0.05$. Sign value. which is smaller than $= 0.05$, indicating the acceptance of the hypothesis that states that work motivation has a positive and significant effect on performance, meaning that the higher the influence of work motivation, it will affect performance. Member of DPRD Pariaman City.

5. The effect of organizational commitment on performance

The partial effect of organizational commitment on performance is 0.222 with a sign. $0.019 < = 0.05$. Sign value. which is smaller than $= 0.05$, indicating the acceptance of the hypothesis that organizational commitment has a positive and significant effect on performance, meaning that the higher the influence of organizational commitment will affect performance. Member of DPRD Pariaman City

4.0 CONCLUSION

1. Analysis of the influence of competence (X1) through organizational commitment (Y) on performance (Z).

From the analysis of the variables above, the direct effect given by the competency variable (X1) on performance (Z) is 0.274. While the indirect effect given by X1 through Y to Z is the multiplication between the beta value of X1 to Y with the beta value of Y to Z, which is $= 0.573 \times 0.222 = 0.127$. Then the total effect given by competence (X1) on performance (Z) is $= 0.419 + 0.127 = 0.696$. Based on the results of this calculation, it is known that the value of direct influence is 0.419 and the value of indirect influence is 0.127, which means that the value of direct influence is greater than the value of indirect influence. These results indicate that competence (X1) directly through organizational commitment (Y) has a significant effect on performance (Z).

2. Analysis of the effect of work motivation (X2) through organizational commitment (Y) on performance (Z).

From the analysis of the variables above, the direct effect given by the work motivation variable (X2) on performance (Z) is 0.476. While the indirect effect given by X2 through Y to Z is the multiplication between the beta value of X2 to Y with the beta value of Y to Z

which is $= 0.462 \times 0.476 = 0.219$. Then the total effect given by compensation (X2) on performance (Z) is $= 0.476 + 0.219 = 0.695$. Based on the results of this calculation, it is known that the direct influence value is 0.476 and the indirect effect value is 0.219, which means that the indirect effect value is smaller than the direct influence value. These results indicate that indirect work motivation (X2) through organizational commitment (Y) has an insignificant effect on performance (Z).

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