

The Influence Of Training And Competency On Employee Performance At The Industrial Service Of Trade, Small And Medium Business Cooperatives In Riau Islands Province

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Abstract

This study aims to determine the effect of training and competency on employee performance at the statistical informatics communication and coding department of Pekanbaru City. The method used is descriptive method. Collecting data using a list of statements or questionnaires filled out by the respondents. Then analyzed using multiple linear regression analysis.

The results of multiple linear regression analysis produce a value of $Y = 17.160 + 0.760 X_1 + 0.598 X_2 + e$, which means that each discussion of the regression coefficient unit of the independent variable without adding the value of other variables, the performance increases according to the unit number of each variable. The results explain that the F test has a value of $F\text{-count} \geq F\text{-table}$ (36.154 greater than 3.22) and a significance level of $0.000 < 0.005$. This means that Training and Competence simultaneously have a significant effect on Employee performance.

Keywords: Training, Competence, Employee Performance

INTRODUCTION

Human resources are the prime mover of the course of an organization's activities, the success of an organization is determined by the existence of its human resources. According to Sutrisno (2017: 7) human resource management as a planning, organizing, directing and supervising procurement, development, compensation, integration, maintenance and termination of employment with the intention of achieving organizational goals in an integrated manner. So that human resources or employees in



an organization become an important concern in the context of efforts to achieve organizational success. The success of an organization in achieving its goals is determined by employee performance. The ability of employees to do the work for which they are responsible is a benchmark for achieving organizational goals. If an organization is able to achieve the goals that have been set, then it can be said that the organization is effective. So the success of an organization cannot be separated from the role of each employee.

An employee must be able to work optimally where this can be seen or measured through the performance of the employee. Good performance is performance that is in accordance with the standards previously set by the organization. Improving employee performance will bring progress for the organization to be able to survive in an unstable competition. According to Hasibuan (2015: 91) performance or achievement is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. According to Masram and Mu'ah (2017: 138) performance (work achievement) is the result of work in quality and quantity achieved by an employee in carrying out his functions in accordance with the responsibilities given to him.

Improving employee performance both in terms of competence and skills at work, organizations need to pay attention to the factors that can improve this performance. One of them is by paying attention to training programs for employees, which will ultimately improve performance and will have an impact on increasing the operational activities of the organization. Improving employee performance will bring progress to the organization. Employee performance is influenced by several factors, both those related to the workforce itself and those related to employee competence and job training. As stipulated in Government Regulation Number 46 Article 12 of 2011 concerning Civil Service Performance Assessment.

The Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province is an implementing element for Regional Government Affairs which is under the authority of the Domicile Region and is responsible to the Regent through the Regional Secretary. The Department of Industry and Trade has the main task of assisting the regent in carrying out Government Affairs which are the authority of the Region and Co-Administration Tasks in the Field of Industry and Trade.

This research was conducted at the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Islands Province which has 45 employees divided into 3 Technical Implementation Units (UPT) of the Riau Islands Province



Disperindag, including 11 UPT MSME Integrated Service Centers, 21 UPT Testing of Goods Quality Certification and 13 Training Units, Cooperatives and SMEs. Based on the results of observations made by researchers, problems related to employee performance at the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Islands Province can be seen from the quality of work that does not meet the requirements in completing work that exceeds the targeted time. This excess time causes delays in the next work process, thereby affecting the quantity of work produced by employees. In addition, it can be seen from the decreased employee performance, the cause of decreased employee performance seen from employee services that are less effective in serving consumers (society) and lack of employee honesty towards consumers such as actions that are less efficient in handling work. In addition, it can be seen from the attitude of employee commitment which is considered deviated from the vision and mission of the company and the low discipline of employees in completing work that exceeds the set time and the low sense of empathy for employees to work together among employees in handling work which results in decreased employee performance. the cause of decreased employee performance seen from employee services that are less effective in serving consumers (society) and lack of employee honesty towards consumers such as actions that are less efficient in handling work. In addition, it can be seen from the attitude of employee commitment which is considered deviated from the vision and mission of the company and the low discipline of employees in completing work that exceeds the set time and the low sense of empathy for employees to work together among employees in handling work which results in decreased employee performance. the cause of decreased employee performance seen from employee services that are less effective in serving consumers (society) and lack of employee honesty towards consumers such as actions that are less efficient in handling work. In addition, it can be seen from the attitude of employee commitment which is considered deviated from the vision and mission of the company and the low discipline of employees in completing work that exceeds the set time and the low sense of empathy for employees to work together among employees in handling work which results in decreased employee performance.

The phenomenon of this problem is directly proportional to the performance appraisal of employees at the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Islands Province for the period 2018 to 2020 which can be seen in the following table;

Table 1 Employee Performance Assessment for the 2018-2020 period

No	Work Behavior	Percentage of Assessment / Year					
		2018		2019		2020	
		Target (%)	Achievement (%)	Target (%)	Achievement (%)	Target (%)	Achievement (%)
1	Service orientation	90-100	86.98	90-100	86,40	90-100	80.93
2	Integrity	90-100	85,89	90-100	86,78	90-100	81
3	Commitment	90-100	87.96	90-100	87,27	90-100	82,24
4	Discipline	90-100	85.80	90-100	86,33	90-100	79,91
5	Cooperation	90-100	85.71	90-100	85,82	90-100	79,82
Average Grade/Year		90-100	86,47	90-100	86.52	90-100	80.78

Source: Department of Industry, Trade, Cooperatives and SMEs of the Riau Archipelago Province, 2022

From table 1 it can be seen that the results of the average value per year of evaluating employee performance at the Riau Islands Province Disperindag fluctuate, in 2018 the level of performance attainment was 86.47%, in 2019 it increased to 86.52% and tended to decrease in 2020 to 80.78%. On average, there is a significant decline in employee performance, amounting to 80.78% in 2020. Performance gains from 2018 to 2020 have not yet been determined, this can be seen from the target which has not reached 90%.

In relation to the above description, this employee performance problem is influenced by various factors, one of which is related to the training program provided to employees. One of the programs for quality human resources is the employee

development program through education and training (training). According to Busro (2018: 205-206) training is an effort carried out by every employee or organization to encourage them to act optimally in serving and improving abilities or skills in carrying out basic tasks and organizational functions. However,

Based on the problem phenomena that have been described, the researcher found symptoms of problems related to employee performance related to the large number of employees who have never attended training, the head of service should be able to provide training to all employees in stages, the goal is for employees to become quality human resources. However, the facts on the ground show that many employees have limitations in participating in training programs, both those held at the Provincial, City, and Technical Implementation Unit levels in each field.

Lack of sense of responsibility that employees have in carrying out their work, especially with regard to errors in work reports provided by employees. Cooperation between employees also seems to be not well established, this can be seen from the lack of care between employees when other employees experience difficulties at work. In addition, the lack of employee initiative to carry out tasks that are not their responsibility, which in all this will hinder the performance of other work units in the future.

In addition, the low motivation and encouragement of employees to continue education programs to a higher level of education, this causes low awareness and desire of employees to take part in training programs provided by the organization. The following are the training programs provided to employees of the Riau Archipelago Disperindag Province:

Table 2 Employees Participating in the 2018-2020 Training Program (Training).

No	Type of training	Implementation Year					
		2018		2019		2020	
		Participant	%	Participant	%	Participant	%
1	Functional Education and Training, Technical Guidance for Increasing Government Capacity throughout the Riau Archipelago Province in the Planning Process And Special Allocation Fund Budgeting	2	4,44	2	4,44	-	-
2	Education and Training,	-	-	2	4,44	-	-

No	Type of training	Implementation Year					
		2018		2019		2020	
		Participant	%	Participant	%	Participant	%
	Specific Energy Comsumption						
3	Functional Training, Technical Guidance for Drawing up DLKR/DLKP Boundaries Harbor	-	-	2	4,44	-	-
4	PPNS Technical Training	-	-	2	4,44	-	-
5	Technical Training for Industrial Supervisory Officers	2	4,44	2	4,44	-	-
6	Management Technical Guidance Training Regional Property for BMD Managers in the Environment	-	-	2	4,44	-	-
7	Basic Education and Training Technical Education and Impact Analysis Environment (AMDAL) Batch IX	-	-	2	4,44	-	-
8	Technical Training Focus Group Discussion (FGD) Mapping Performance Indicators for Resource Development	-	-	2	4,44	-	-
9	Technical Guidance Training for P4GN Activists Government Agencies in Riau	-	-	-	-	2	4,44
10	Tata Technical Education and Training Official Documents for 2020	-	-	-	-	2	4,44

No	Type of training	Implementation Year					
		2018		2019		2020	
		Participant	%	Participant	%	Participant	%
11	GMP and HACCP Training for SMEs In the Riau Archipelago Province	-	-	2	4,44	-	-
12	Food Product Development Training And Beverages For The Export Market	2	4,44	2	4,44	-	-
13	Incubator outreach	2	4,44	-	-	-	-
A m o u n t		8	17,77	20	44,44	4	8.88

Source: Department of Industry, Trade, Cooperatives and SMEs of the Riau Archipelago Province, 2022

Table 2 explains that the percentage of employees participating in training programs in 2018 was 8 people or the equivalent of 17.77%, in 2019 there were 20 people or the equivalent of 44.44% and in 2020 there were 4 people or the equivalent of 8.88%. Based on data on the number of employees each year, namely 45 people, the lowest number of employees participating in training occurred in 2020, which only reached a percentage of 8.88%. This is in line with the low achievement of employee performance in 2020 in Table 1.1. Thus, the low level of training provided to employees greatly impacts the level of employee performance at the Riau Islands Province Disperindag.

Based on the phenomenon of the problems that have been described, the researcher found symptoms of problems related to employee performance related to training programs held at the City and Provincial levels. Based on table 2, it is explained that the percentage level of employees participating in training programs in 2018 was 8 people or equivalent to 17.77%, in 2019 as many as 20 people or equivalent to 44.44% and in 2020 as many as 4 people or equivalent to 8.88%. Based on data on the number of employees each year, namely 45 people, the lowest number of employees participating

in training occurred in 2020, which only reached a percentage of 8.88%. This is in line with the low achievement of employee performance in 2020 in Table 1.1. Therefore,

Based on the phenomenon of the problems that have been described, the researcher found symptoms of problems related to employee performance related to training programs held by the City and Provincial levels, only employees at the Riau Islands Province Disperindag can be seen from employees who lack knowledge and do not understand the systems and work procedures of their parts respectively, this results in delays in reporting the results of work that are not in accordance with the predetermined time. Furthermore, the inability of employees to carry out the work of other employees who are not their responsibility and the inability of employees to do work that exceeds the set target. Based on the existing data, it can be seen that the competency conditions of employees at the Riau Islands Province Disperindag are not as expected. This can be seen from the results of the pre-survey of 45 employees who have not a very good level of education. According to Hutapea in Busro (2018: 25) "Competency is knowledge or know how to do an effective job", competence is knowledge or knowledge of how to do work effectively. Meanwhile, according to Busro (2018: 26) competence is everything that is owned by a person in the form of knowledge, skills and other individual internal factors to be able to do a job based on the knowledge and skills they have. This can be seen from the Technical Implementation Unit of the MSME integrated service center, the number of employees with high school education level is 2 people, 3 people with D3, 4 people with S1, 6 people with Masters. UPT Goods Quality Certification Testing, the number of employees with high school education level is 3 people, 4 people with D3, 2 people with S1, 9 people with Masters. And UPT Cooperative and UKM Training, the number of employees with high school education level is 1 person, 2 D3 people, 5 S1 people, 4 S2 people. Thus, it can be concluded that there are still administrative divisions with high school education. And UPT Cooperative and UKM Training, the number of employees with high school education level is 1 person, 2 D3 people, 5 S1 people, 4 S2 people. Thus, it can be concluded that there are still administrative divisions with high school education. And UPT Cooperative and UKM Training, the number of employees with high school education level is 1 person, 2 D3 people, 5 S1 people, 4 S2 people. Thus, it can be concluded that there are still administrative divisions with high school education.

From these conditions it indicates that the competence of UPT employees at the Riau Islands Province Disperindag is still not good, this can be seen from the knowledge of employees who are still considered to be lacking in understanding the work that has

been given in the job descriptions that have been set. There are still many employees who do not have the expertise to complete work that should be understood by the employee himself, but the employee chooses not to do the job and is more indifferent. The attitude of the employee is very calm, like not having a big responsibility in completing work which is an obligation at work.

THEORETICAL REVIEW

Performance (Y)

The performance achieved by civil servants in organizational units is in accordance with employee work goals and work behavior (Government Regulation No. 46 Article 12 of 2011). With the following dimensions, (1) Service Orientation, (2) Integrity, (3) Commitment), (4) Discipline, (5), cooperation (PP No. 46 Article 12 of 2011).

Training (X1)

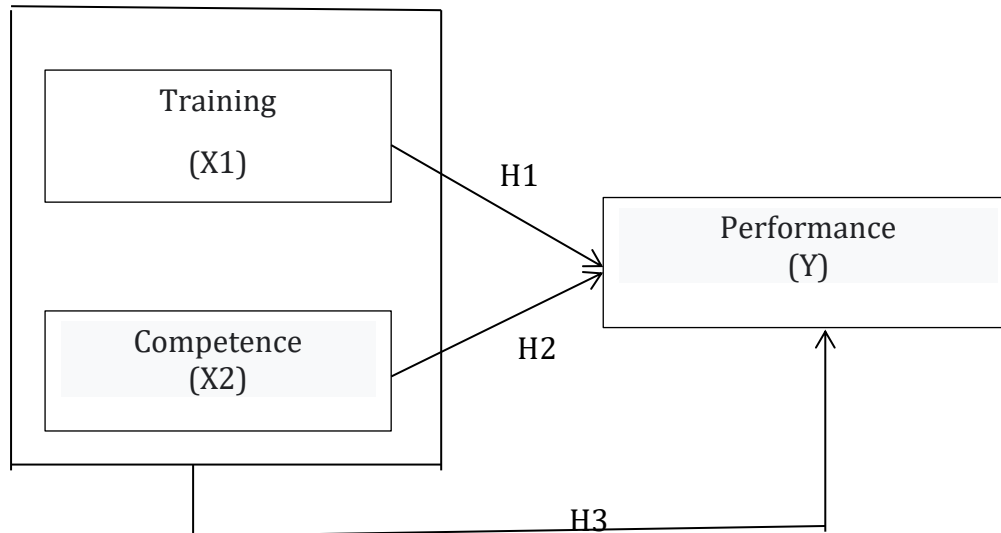
Training is an effort carried out by every employee or organization to encourage them to act optimally in serving and improving their abilities or skills in carrying out the main tasks and functions of the organization. Busro (2018:205-206). With the following dimensions, (1) Opportunity to take part in education, (2) Opportunity to attend training, (3) Opportunity to attend seminars (According to Busro (2018: 206)).

Competency (X2)

Competence is knowledge or knowledge of how to do work effectively Hutapea in Busro (2018:25). With the following dimensions, (1) Knowledge, (2) Expertise, (3) Attitude (Hutapea in Busro (2018:32)

Framework

According to Echdar (2017: 386) the framework of thought is a description of how the researcher flows the train of thought logically in order to solve the problems that have been formulated. Based on the description above, the researcher forms a framework of thinking which can be seen in the following figure:



Picture 1. Framework

From the description above, it can be concluded that training and competence affect performance, on this basis, there is an influence from the independent variables, namely training and competence on the dependent variable, namely the performance of employees of the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province.

Research Hypothesis

According to Echdar (2017: 387) a hypothesis is a temporary allegation of a research problem. It is said temporarily, because the answers given are only based on relevant theory, not yet based on empirical facts obtained through data collection. In connection with the problems that have been raised and by paying attention to the literature review and existing theories, the researcher can put forward a hypothesis as a temporary allegation from this study as follows:

1. It is suspected that training has affected the performance of employees at the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province.
2. It is suspected that competence influences the performance of employees at the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province.

3. It is suspected that training and competence affect the performance of employees at the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province.

RESEARCH METHODS

The variables in this study consist of two variables. The first variable is the independent variable consisting of Training and Competence. The second variable is the dependent variable, namely performance. According to Ghazali (2017: 109) defines population as a collection of objects, variables, concepts or phenomena. Meanwhile, according to Sugiyono (2015: 80) population is a generalized area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions. Then the population in this study were all permanent employees at the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province which were in 3 UPT sub-sections, totaling 45 people. According to Ghazali (2017: 87) the sample is part of the selected population elements. Meanwhile, according to Sugiyono (2015: 81) the sample is part of the number and characteristics possessed by the population. In this study, researchers used a saturated sampling technique (census), which is a sampling technique when all members of the population are used as samples. Likewise, this research was conducted on a sample of the population of permanent employees at the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Islands Province, which are in 3 UPT sub-sections, totaling 45 people. To analyze this data researchers used quantitative analysis methods. Quantitative analysis is used in this study to explain the functional relationship between independent variables so that quantitative data analysis can be calculated.

RESULTS AND DISCUSSION

Multiple Linear Regression Analysis Test

**Table 3. Multiple Linear Regression Analysis Test Results
Coefficients^a**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
(Constant)	17,160	8,626		1989	.053
1 Training (X1)	.760	.257	.460	2,961	.001
Competency (X2)	.598	.245	.379	2,440	.000

a. Dependent Variable: Performance (Y)

Source: SPSS Processed Data, 2022

Based on the results of calculations using SPSS assistance, the following data are obtained:

From Table 3 it will be possible to obtain a multiple linear regression equation model as follows:

$$Y = a + b_1X_1 + b_2X_2 + e$$

The result is as follows:

$$Y = 17.160 + 0.760 + 0.598$$

The regression equation shows that the regression coefficient of B1 is positive, B2 is positive. This shows that if the independent variables are increased in equation, they will also cause an increase in the dependent variable, such as: A constant of 17.160 means that if Training (X1) and Competence (X2) are constants, then Performance (Y) will be 17.160.

1. The value of the Training Coefficient (X1) is 0.760 indicating that for every 1 unit increase in Competence (X2), and Training (X1) has a constant value, the Performance variable (Y) will increase by 0.760 units.
2. The Competency coefficient (X2) value of 0.598 indicates that for each decrease in Training (X1) by 1 unit, and Competence (X2) is constant (fixed) then the Performance variable (Y) will decrease by 0.598 units.

t test (Partial Test)

Table 4 t test results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	std. Error	Betas		
(Constant)	17,160	8,626		1989	.053
1 Training (X1)	.760	.257	.460	2,961	.001
2 Competency (X2)	.598	.245	.379	2,440	.000

a. Dependent Variable: Performance (Y)

Source: Processed Data, 2022

1. The training variable (X1) has a t count of 2.961 > t table of 2.01808 and a significance value of 0.001 < 0.05, so training has a significant effect on performance.
2. The competency variable (X2) has a t count of 2.440 > t table of 2.01808 and a significance value of 0.000 < 0.05, so competence has a significant effect on performance.

F Test (Simultaneous Test)

Table 5 F Test Results

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	2569,458	2	1284,729	36,154	.000b
residual	1492,453	4	35,535		
Total	4061911	4			

a. Dependent Variable: Performance (Y)

a. Predictors: (Constant), Competence (X2), Training (X1)

Source: SPSS Processed Data, 2022

From table 5 it can be seen that the results of $F_{count} (36,154) > F_{table} 3.22$ and the value of $Sig. (0.000) < 0.05$, it can be concluded that simultaneously Training (X1), Competence (X2), has a significant effect on the Performance variable (Y) of UPT employees at the Department of Industry, Trade, Cooperative Small and Medium Enterprises of the Riau Archipelago Province.

Coefficient of Determination (R²)

If the value of R^2 close to + 1, together these independent variables have a fairly strong positive relationship to the dependent variable. The following are the results of data processing using SPSS assistance which can measure the level of research contribution, namely as follows:

**Table 6 Test Results for the Coefficient of Determination
Summary models**

Model	R	R Square	Adjusted R Square	std. Error of the Estimate
1	.795 ^a	.633	.615	5.96109

a. Predictors: (Constant), Competence (X2), Training (X1)

Source: SPSS Processed Data, 2022

From Table 5.26 it can be seen that the Adjusted R Square value in this study is 0.615. These results can show how much influence the independent variable as a whole has on the ups and downs of the dependent variable. It can be explained that the independent variables of training and competency have the ability of 61.5% in explaining the variance of the dependent variable performance and there is still 38.5% of the variance explained by other dependent variable factors.

Thus, the Adjusted R Square value is 0.615, this means that the variables X1 and X2 do not have a strong relationship with the Y variable. The Adjusted R Square value is 0.615, this means that the Training and Competency variables contribute to the Performance variable by 61.5% while the remaining 38.5% is influenced by other variables not examined in this study.

DISCUSSION**The Effect of Training on the Performance of the Office of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Islands Province**

The results showed that training on the performance of employees of the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province, descriptively the results of the distribution of data on the opportunity to attend training indicators obtained the highest average value with a value of 3.64 and the lowest average can be seen on the indicators of opportunities to attend education and opportunities to attend seminars which obtain the same average value of 3.56. Facts on the ground, employees feel that having the opportunity to take part in training in the form of education and training further improves employee performance because the training has the objective of optimizing employee competence compared to attending seminars which have the nature of one-way communication with resource persons to solve technical problems.

Based on the data from the t test results, t count is greater than t table, namely $3.715 > 2.01808$ with a significance of $0.000 < 0.05$, so it can be said that partially the training variable has a significant effect on employee performance. In other words, the hypothesis in this study is accepted.

The effect of training is positive. In a sense, the better the implementation of the training function as reflected by the opportunity to attend education, the opportunity to attend training, the opportunity to attend seminars at the UPT Office of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province followed by the higher the value of employee performance.

The results of this study indicate that the training carried out in work activities at the UPT Office of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Islands Province received an assessment in the good average score range. However, of the three training dimensions, there is one dimension with the lowest rating on the dimension of opportunity to attend seminars which results in decreased employee performance.

So far, training at the UPT Office of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province on the opportunity to attend seminars has proven to have a good average score. At certain times the UPT Office of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province actively provides evaluations to all employees who are given the opportunity to attend seminars. However, in this condition, there are still employees who are given the

opportunity to attend seminars but have no interest in attending seminars. While those who have an interest in attending the seminar have not been given the opportunity. The efforts of the leadership in providing opportunities to attend seminars must also be increased. This is caused by the desire of employees to take part in seminar opportunities that have been set by the UPT Industry Service, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province are still not in accordance. As well as the responsibilities of the leadership while carrying out the activities of the UPT Office of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province also still need to be improved. This is due to the lack of leadership attention to employees.

Where the ability of leaders as controllers of the UPT Office of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Islands Province is required to always try to create harmonious working relationships with employees. To achieve this condition, a leader is needed who can provide a big influence and can provide opportunities for employees who want to improve their performance. Related to its function as a controller the UPT of the Office of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province is able to understand the condition of employees. The success or failure of the UPT Office of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province is determined by the performance of employees. If this condition is corrected, it is certain that the employee's performance will be higher than the current achievement.

The Influence of Competence on the Performance of Employees of the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province

The results of the study show that competence affects the performance of employees of the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province, descriptively the results of the distribution of data on the skills indicator obtained the highest average value with a value of 3.59 and the lowest average value can be seen on the knowledge indicator which obtained an average value of 3.55. Facts on the ground, with the expertise possessed will further improve performance to optimize employee competence.

Based on the results of the t test, t count is greater than t table, namely $3.838 > 2.01808$ with a significance ($0.000 < 0.005$) so it can be said that partially the competency

variable has a significant effect on employee performance. In other words, the hypothesis in this study is accepted.

The influence of Competence is positive. In the sense that the better the implementation of the Competency function as reflected by Knowledge, expertise, attitudes at the UPT Office of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province is followed by higher employee performance scores.

The results of this study indicate that employees who are placed in certain tasks will know what competencies are needed, employees can develop them to increase their knowledge, skills, expertise and level of competence and performance. Through increasingly adequate competence, a person will master and be able to practically apply all work tasks in accordance with their responsibilities.

The Influence of Training and Competence on the Performance of Employees of the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province

The results of the study show that training and competence have a simultaneous effect on the performance of UPT employees at the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises. This can be seen in the value of the F test, where $F_{\text{count}} > F_{\text{table}}$ with a value of $36.154 > 3.22$, meaning that together training and competence have a significant effect on performance, in other words the hypothesis is accepted.

The results of multiple analysis produce a value of $Y = 17.160 + 0.760X_1 + 0.598X_2 + e$, which means that if training and competence are assumed to be worth 0, then performance is worth 17.160. While the regression coefficient value of 0.760 states that if training (X_1) has increased by 1 unit, assuming the competency value (X_2) is equal to 0, then performance (Y) will increase by 0.760. The regression coefficient value of 0.598 states that if competency (X_2) has increased by 1 unit, assuming the value of training (X_1) is equal to 0, then performance (Y) will increase by 0.598.

Based on the research data obtained after testing 45 employees of the UPT Office of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province that the Variables of Training and Competence have a significant effect on the performance of the UPT Office of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Archipelago Province Riau means that if Training and Competency are responded well by the leadership of the UPT Office of Industry, Trade, Cooperatives, Small

and Medium Enterprises of the Riau Archipelago Province, employee performance will increase and vice versa, if Training and Competency are not responded well by the leadership of the UPT Office of Industry, Trade, Cooperatives , Small and Medium Enterprises of the Riau Archipelago Province, the employee's performance will decrease. The magnitude of the influence of Training (X1) and Competence (X2) on employee performance (Y) at the UPT Office of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Islands Province is 61.5% while the remaining 38.5% is influenced by other variables that not researched.

In accordance with the theory of experts that the development of an institution is good from the point of view of opportunities to attend education, opportunities to attend training, opportunities to attend seminars need attention and response from agencies. The results of this study are in line with Jamali's research (2016) with the results of training and competency that together have a significant effect on the performance of employees of the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province.

CONCLUSION

Based on the results of the research and discussion on the Effect of Training and Competence on the Performance of UPT Employees at the Office of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province, it can be concluded that several things are as follows:

1. Training has a significant effect on the performance of UPT employees at the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises, Riau Archipelago Province.
2. Competence has a significant effect on the performance of UPT employees at the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises, Riau Archipelago Province.
3. Simultaneous training and competence have a significant influence on UPT employees at the Department of Industry, Trade, Small and Medium Enterprise Cooperatives of the Riau Archipelago Province.
4. Training and competence contribute 61.5% to the performance of UPT employees at the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Islands Province, while the remaining 38.5% is contributed by other variables not examined in this study.

Suggestion

Based on the research conclusions that have been described, the following suggestions are given:

1. The performance of UPT employees at the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province received a good rating, with the lowest average indicator score, namely the Commitment indicator. So it is suggested to the leadership to set an example for employees to be committed to the organization so that they can further increase their sense of identification, involvement and loyalty at work.
2. The training for employees of the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Archipelago Province received a good rating, with the lowest average indicator score, namely indicators of opportunities to attend education and opportunities to attend seminars, so it is suggested to leaders to pay more attention and provide opportunities for employees to be able to grow and develop in learning knowledge and skills so that performance will increase.
3. The competency of the employees of the Department of Industry, Trade, Cooperatives, Small and Medium Enterprises of the Riau Islands Province received a Good rating, with the lowest average indicator score, namely the Expertise indicator, so it was suggested to the leadership to pay more attention and provide opportunities for employees to have the opportunity to attend seminars or training provided by the central government in order to improve employee performance.
4. For future researchers, the results of this study can be used as reference material and consideration for research, and as material for consideration to further deepen further research in the same field.

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