

Promotion of Position and Competence on Employee Performance through Job Satisfaction at the Regional People's Representative Council (DPRD)

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Abstract

This analysis aims to define and evaluate the influence of work promotion and skills on results through employee satisfaction at the Soppeng Regency Regional Representative Council Secretariat (DPRD) either directly or indirectly, with the intermediate variable being job satisfaction. The tool used for this analysis is a quantitative methodology study site at the Secretariat of the Central People's Representative Council (DPRD) Soppeng Regency. And the local workforce, with a total of 132 workers, was sampled. Statistical research is based on a route study. This analysis's findings are as follows: 1) work promotion and competence have a direct impact on job satisfaction and performance. 2) have an indirect effect on job promotion and performance skills by job satisfaction in this situation. More successful job promotion and a high degree of competence would further improve workers' satisfaction at the Re Secretariat, which would affect the improved output of employees.

Keywords:

Promotion of position, competence, job satisfaction and performance, Indonesia

1. Introduction

Human resources are the most valuable commodity of an enterprise due to their position as the focus of policy enforcement and corporate operating activities (Ansar et al., 2019; Rijal et al., 2019; Tamsah et al., 2020). Resources held by a company, such as money, strategies, and computers, cannot achieve optimum outcomes unless human resources with optimum efficiency back them. Competence is also a necessary element in enhancing workers' efficiency, accompanied by regular and objective promotions. Employees in the organization improve their work

satisfaction, which would affect enhancing their performance (Sahid et al., 2020; Umar et al., 2019; Yusriadi et al., 2019).

In consideration of employee competencies and advancement goals, workers would certainly feel respected, cared about, desired, and appreciated by managing their job capacity to achieve high performance and improve commitment (loyalty) to the company (Yusriadi et al., 2020). Leaders must then understand how necessary it is to consider the competence to promote roles in the spiritual advancement of employment, which must be viewed critically. The effects of research findings by researchers at the research site, the Secretariat of the Regional People's Representative Council (DPRD) in Soppeng Regency, was employees' performance is not adequate. The promotion has not been successful. There are difficulties in the appointment and transition of roles due to the education level associated with the job.

2. Literature review

The concept of career promotion is a transfer from one place to another with a higher rank. More obligation (Martoyo, 2007) and competence According to Wibowo (2016), competence is the ability to do or perform a job or a role dependent on expertise and experience and accompanied by the work attitude required the job. Job satisfaction is a general attitude towards a person's position, which indicates the disparity between the number of awards earned by employees and the amount they feel should be received (Robbin, 2003). In contrast, according to Anwar Prabu Mangkunegara (2013), success is the product of quality work and the quantity achieved by the employee in fulfilling his duties in accordance (Rinantanti et al., 2019). Employee satisfaction is positively affected by job advancement. The higher the employee's satisfaction with each task carried out, of course, it will often result in creativity in their jobs because this is an innovative thing that will affect his or her ranks. And according to Luthans' opinion (2006), which notes that work satisfaction is a satisfying emotional state or sentiment that results from a person's job appraisal or experience, which is also an assessment that defines someone's feelings of mood whether or not he is happy to do his job.

Thus, promotion is also a step that will raise the power and accountability of higher-ranking workers in an organization, such that their obligations, prestige, and profits (Hasibuan, 2005). On the grounds of this, with the successful promotion in the organization, there is no question that it will increasingly affect employees' level of happiness at work based on an appraisal. This study is related to the research findings carried out by Eka Gorby Setia Jaya (2015) that career promotion factors and job satisfaction positively influence job satisfaction. Simultaneously, it is influenced by promotion and work incentive factors at the PT Asuransi Jiwa Raya Persero Magelang Branch Office. Hypothesis 1 can then be rendered as follows:

H1. The Impact of Work Advancement in Job Satisfaction

Employee satisfaction is positively affected by job advancement. The higher the employee's satisfaction with each task carried out, of course, it will often result in creativity in their jobs because this is an innovative thing that will affect his or her ranks. And according to Luthans' opinion (2006), which notes that work satisfaction is a satisfying emotional state or sentiment that results from a person's job appraisal or experience, which is also an assessment that defines someone's feelings of mood whether or not he is happy to do his job.

Promotion is also a step that would raise the power and accountability of higher-ranking workers in a company. Their obligations, prestige, and revenue will increase (Hasibuan, 2005; Kanto et al., 2020; Umanailo, 2020; Umanailo et al., 2021), on the grounds of this, with successful promotion. In an organization, of course, it would increasingly affect the degree of happiness of workers at work by measuring or reviewing the results of their work in terms of advancement.

H2. The Effect of Work Satisfaction Competence

Employee happiness at work is positively affected by their competence. The higher the expertise, the more his enthusiasm for work improves; this is related to the Baker and Sinkula statement (2005), which states that a more precise set of skills, procedures, and processes will allow the use of resources for a competitive advantage. Meanwhile, according to Rivai (2004), job satisfaction notes that job satisfaction is fundamentally an individual. Everyone has a different degree of happiness according to the value system that appeals to him. Thus, with one's expertise, it will be more successful and efficient. At work, it would create an increasingly creative job that will affect job satisfaction.

And this study is related to the research findings of Andi Bungawali et al. 2018, which explored the impact of leadership style and pay on job motivation through employee happiness at the Bone Regency Regional Revenue Agency. The study's findings indicate that the more successful the kind of leadership, the greater the enthusiasm for work in the Bone Regency Provincial Revenue Department. On the other hand, if the leadership style is not successful, employees' job morale in the Bone Regency Regional Revenue Agency would be lower. And the research findings of Hasbia Masran, 2018, et al., where his research results indicate that the integrity, independence, objectivity, and independence of the government's internal supervisory machinery in the Kab Inspectorate. At the same time, Maros has a favourable impact on audit results. The independent variable has the most dominant effect on the audit efficiency of the internal government supervisory apparatus of the Maros Regency Inspectorate. As well as the findings of the study

H3. Impact of career advancement on the performance of workers

When someone's success is getting better, it will affect their career path and impact promotion. And promotion plays an essential part for every employee. There will be a confidence and appreciation of the employee's talents and abilities to hold a higher position and an opt-out.

It is also essential to the results of the Delima Permata Sari (2020) research, which explores the impact of job promotion and skills on the performance of employees at PT Bumi Musi Sukses. The study results show that the element that significantly influences employee performance is a job promotion because, with job promotion, employees will be highly motivated to work or creative.

H4. The Impact of Employee Success Competence

Performance is the product of a worker's effort in his/her career, and to do a successful and productive job requires a talent or skill. The skill in question is a skill that is more than just a mastery of something that is a competitive edge and a knowledge of skills, from a low point of view (Bin Tahir & Rinantanti, 2016).

This analysis applies to the findings of the research carried out by Adi Ridhwan et al. (2018), which investigated the effect of competence, encouragement, professionalism, and organizational engagement on internal auditors' performance at PT. Kereta Api Indonesia. This study indicates that competence, motivation, professionalism, and organizational commitment influence the performance of internal audits. Indonesia Train Bandung.

H5. The Impact of Work Satisfaction of Employee Success

High-performing workers is a sense of happiness, according to Mila Badriyah (2015), which says that employee behaviours or emotions about good or negative facets of employment are compatible with the appraisal of each task. Jobs that offer work fulfilment for the offenders are jobs that are fun to do (Supriyanto & Machfudz, 2010). Conversely, work that is difficult to do is a symptom of a sense of disappointment at work (Bangun, 2012). And that. Job happiness at work is the satisfaction with the job that can be enjoyed at work by accomplishing work aims, placement, care, and a healthy working atmosphere.

H6. Impact of career promotion on results by job satisfaction

The output is positively affected by the promotion of an organization. It meets the guidelines of the occupational standards that have been defined and becomes a guideline in its decision. It will affect the level of work satisfaction of workers if it does not materialize. And according to Hasibuan's (2002) view, advancement systems should provide precise details about what is seen as a basis for evaluation in the promotion of workers in any organization. It is crucial to ensure that workers have a strong incentive to continually enhance efficiency to achieve a more productive and successful job performance to achieve organizational objectives.

H7. Impact of competence on success by work satisfaction

Organizational targets can be accomplished by attempts to offer full quality and to achieve high levels of efficiency. To achieve these aims, the company stresses the service aspect and focuses instead on issues of employee satisfaction, advancement, and the degree of competence. The organization is precious to ensure the presence of an organization in the future.

It is essential to Kotler's (2000) view that work satisfaction is the extent of a person's feelings after contrasting actual success (results) with expectations. If the impression of success does not fulfil the needs of the customer/society, disappointment will emerge and vice versa.

3. Method

This research was conducted on employees at the Secretariat of the Regional People's Representative Council (DPRD) in Soppeng Regency. This study's population were all employees at the Secretariat of the Regional People's Representative Council (DPRD) Soppeng Regency, totaling 132 people because the population was considered small, so the entire population was sampled. The data analysis technique in this study uses path analysis.

4. Result

For path analysis, structural tests 1 and 2 were carried out. Based on the path analysis results for each trial of the influence between variables and the independent, the following table can see.

Table 1. Sub-Structure Hypothesis Test I
Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,390	1,366		4,677	.000
	Job Promotion (X1)	.168	.064	.232	2,606	.010
	Competence (X2)	.430	.106	.363	4,070	.000

a. Dependent Variable: Job satisfaction (Y1)

Source: Primary data after being processed, 2020

The regression coefficient value is 0.751 with a significance level of 0.000 which means significant (sig <0.05) or the value of $t_{count} > t_{table}$ (4.677 > 1.987)

Table 2. Sub Structure Hypothesis Test II
Coefficients ^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-5,832	2,000		-2,916	.004
	Job Promotion (X1)	.455	.089	.350	5,100	.000
	Competence (X2)	.396	.152	.186	2,612	.010
	Job Satisfaction (Y1)	.743	.119	.412	6,236	.000

a. Dependent Variable: Employee Performance (Y2)

Source: Primary data after processing, 2020

The regression coefficient value is 0.630 with a significance level of 0.000 which means significant (sig <0.05) or the value of $t_{count} > t_{table}$ (7,642 > 1,987)

Table 3. Hypothesis Test Results

Path Coefficient	Standardized Coefficient	T _{count}	Conclusion
X1 against Y1	0.232	2,606	H1 accepted
X2 against Y1	0.363	4,070	H2 accepted
X1 against Y2	0.350	5,100	H3 is accepted
X2 against Y2	0.186	2,612	H4 accepted
Y1 against Y2	0.415	6,236	H5 accepted
X1 against Y1 through Y2	$0.232 \times 0.415 = 0.096$	2,646	H6 accepted
X2 against Y1 through Y2	$0.363 \times 0.415 = 0.150$	2,393	H7 accepted

Source: Primary data after processing, 2020

To see the amount of contribution given to each of the sub-structures in this study as follows:

Table 4. Model I Determination Coefficient Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.526 ^a	.277	.265	1,876

a. Predictors: (Constant), Competence, Promotion

Source: Primary data processed, 2020

The magnitude of the R Square number in the Sub Structural I model is 0.277, indicating that the R square value is 0.277, which means that the Job Promotion (X1) and Competence (X2) variables can explain the variation in Job Satisfaction (Y1) by 27.7%. In contrast, the remaining 72.3 is explained by other variables not included in the model.

Table 5. Model II Determination Coefficient Test

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.772 ^a	.596	.586	2,538

a. Predictors: (Constant), Job Satisfaction, Promotion, Competence

Source: Primary data processed, 2020

The magnitude of the R Square number in the Sub Structural II model is 0, 596, indicating Job Promotion (X1), Competence (X2), Job Satisfaction (Y1) can explain the variation in Performance (Y2) of 59.6%. In comparison, the remaining 40.4% is explained by other variables not included in the model.

5. Discussion

5.1 The Impact of Work Advancement in Job Satisfaction

The test hypothesis's findings show that the promotion of jobs has a positive and vital impact on the happiness of workers at the Secretariat of the Regional People's Representative Council (DPRD) Soppeng Regency. The t value of the employment promotion variables on job satisfaction was obtained by 2,600 for 0.010. It indicates that the t value obtained is essential. After all, the value obtained is less than 0.05 because the t value of 2.600 is higher than the t value of 1.986. It indicates that the better the promotion of the position, the job satisfaction of the employees in the Secretariat of the Regional Representative Council (DPRD) of Soppeng Regency will improve, and vice versa if the promotion is not successful, the job satisfaction will also be low.

Employee satisfaction is positively affected by job advancement. The higher the employee's satisfaction with each task carried out, of course, it will often result in creativity in their jobs because this is an innovative thing that will affect his or her ranks. And according to Luthans' opinion (2006), which notes that work satisfaction is a satisfying

emotional state or sentiment that results from a person's job appraisal or experience, which is also an assessment that defines someone's feelings of mood whether or not he is happy to do his job.

5.2 Impact of competency on work satisfaction

From the findings of the second hypothesis's tests, the competence has a positive and significant effect on workers' happiness at DPRD Soppeng Regency. The t value of the competency indicator on work satisfaction was obtained by 4.070 at a substantial price of 0.000, suggesting that the t value has been received. It indicates that the higher the capacity, the higher the workers' job satisfaction at the Secretariat of the Regional People's Representative Council (DPRD) in Soppeng Regency, and the lower the capacity, the lower the job satisfaction.

Employee happiness at work is positively affected by their competence. Where the higher the expertise of an individual, the more his enthusiasm for work improves (A'yun et al., 2017). It is related to the Baker and Sinkula statement (2005), which states that a more precise set of skills, procedures, and processes will allow resources for a competitive advantage. Meanwhile, according to Rivai (2004), job satisfaction is fundamentally an individual in which everyone has a different degree of happiness according to the value system that appeals to him. Thus, with one's expertise, it will be more successful and efficient. At work, it would create an increasingly creative job that will affect job satisfaction.

5.3 Impact of career advancement on the performance of workers

The findings of the testing of the third hypothesis reveal that the promotion of jobs has a positive and vital impact on the performance of employees at the Secretariat of DPRD in Soppeng Regency. From the t value of the vector promotion to the version obtained by 5,100 at a significant price of 0,000, which suggests that t value o This indicates that the higher the rise of the office, the better the performance of the workers at the Secretariat of the Regional Representative Council (DPRD) in Soppeng Regency will improve. Vice versa, if the promotion is not successful, the performance will also be low.

When someone's success is getting better, it will affect their career path and impact promotion. And promotion plays an essential part for every employee. It is a competition for every employee in the company, because of the presence of a good job, which is still hoped for every employee with an office's promotion. There will be a confidence and appreciation of the talents and abilities of the employee involved to hold a higher position and an opt-out.

5.4 The Impact of Employee Success Competence

From the findings of the fourth hypothesis test, competence has a positive and vital impact on the performance of workers at the Secretariat of DPRD Soppeng Regency. It can be seen from the t value of the performance capacity indicator obtained by 2.612 with a value of 0.010, suggesting that the t value of the get. It indicates that the higher the competence, the higher the efficiency of workers in the Secretariat of the Provincial Representative Council (DPRD) of Soppeng Regency, and vice versa if the competence is low, the performance would also be low.

Performance is the product of a worker's effort in his/her career, and to do a successful and productive job requires a talent or skill. The skill in question is a skill that is more than just a mastery of a competitive edge and a knowledge of gifts from a low point of view.

Competence plays a very significant role because, in general, competence concerns a person's fundamental capacity to do a job in compliance with the duties delegated to the organization. It is related to what Marshal (2013) notes that competence is the most challenging thing to emulate because the features are distinct and specific and difficult to imitate, and thus the competence of each.

5.5 Impact on the performance of work satisfaction

From the experiments' findings, the fifth hypothesis reveals that work satisfaction has a favorable and substantial impact on the success of workers at the Secretariat of the Provincial People's Representative Council (DPRD) Soppeng Regency. It can be seen from the t value of the vector job satisfaction on performance attained by 6.236 at a significant price of 0.000, which implies that the t value is received. It indicates that the better work satisfaction, employees' performance in the Secretariat of the Regional Representatives Council (DPRD) of Soppeng Regency will improve, and vice versa, if job satisfaction is not reasonable, the performance will also be low as well as the performance.

5.6 The Impact of Work Promotion on Employee Performance by Job Satisfaction

From the findings of the sixth hypothesis test, the promotion of jobs has a favorable and essential impact on performance through the happiness of workers at the Secretariat of DPRD Soppeng Regency. It can be shown from the t value of the vector promotion of performance roles by work satisfaction achieved by 2.464. It indicates that the t value is higher than the t value of table 1.986. It shows that the higher the office's promotion, the better the job satisfaction of the workers. It will impact the improved performance of the personnel at the Secretariat of the Regional Representatives Council (DPRD) in Soppeng Regency will improve, and vice versa, if the promotion is not successful, job satisfaction. It will be tiny, too.

5.7 Influence of competence on success by work satisfaction

The seventh hypothesis's findings indicate that expertise has a vital and essential impact on success through the happiness of workers at the Secretariat of DPRD Soppeng Regency. It can be shown from the t value of the performance skills variable obtained by 2.393, which shows that the t value derived from the t value is 1.987. It indicates that the higher the quality of employees, the better the work satisfaction will be. It will impact employees' improved efficiency at the Soppeng Regency Regional Representatives Council (DPRD) Secretariat will improve, and vice versa, if employees' abilities are low, the job satisfaction will also be quiet as well as the performance.

6. Conclusion

Based on the study's findings and discussion in the previous chapter on the effect of promotion and competence on success by employee satisfaction at the Secretariat of DPRD Soppeng Regency. It can be inferred that employees' performance is positively affected by the influences of promotion, competence, and work satisfaction, both directly and indirectly.

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