



The Influence Of Training, Competence And Work Environment On The Performance Of Civil Servants Of Satpol Pp And Damkar Of South Bengkulu Regency

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Abstract. Human resources have good performance that can be influenced by the competence and training possessed by individuals, because performance cannot be separated from the quality of human resources themselves. In order to create professional and competent human resources, the company develops competency-based HR management. This type of research uses quantitative research. The analysis method in this study uses Validity test, Reliability Test, Multiple Linear Regression Analysis, Determination Coefficient and hypothesis testing using t test. The number of samples studied was 42 ASN Satpol PP and Damkar. The results of the multiple linear regression analysis are Equation $Y = 10.788 + 1.277 X_1 + 0.402 X_2 + 0.229 X_3 + e$, this illustrates the positive direction of regression, meaning that the training variables (X_1) and Competence (X_2) and the work environment have a positive influence on employee performance (Y) at Satpol PP and damkar South Bengkulu Regency. The magnitude of the coefficient of determination from the calculation results using SPSS can be seen that the coefficient of determination of R square is 0.819. This means that the value of training (X_1) and the value of competence (X_2) affect employee performance (Y) by 81.9% while the remaining 19.1% is influenced by other variables not examined in the study.

Keywords: *Training, Potential, Work Environment and Performance Employees*

INTRODUCTION

Human resources have good performance that can be influenced by the competence and training possessed by individuals, because performance cannot be separated from the quality of human resources themselves. In order to create professional and competent human resources, the company develops competency-based HR management. Where the company encourages its employees to develop competencies that can provide added value to the company. So that employee development is in line with achieving added value to the organization.

One of the efforts to improve employee competence in an organization is by implementing a training program. According to Priansa (2016: 175) states that training is a systematic and planned effort to change or develop knowledge or skills, attitudes through learning experiences in order to increase the effectiveness of performance activities or various activities.

Rivai (2015: 87) training is briefly defined as an activity to improve current performance and future performance. This training is a systematic effort to collect information on performance problems in the organization and to correct performance deficiencies regarding the mismatch between actual behavior and expected behavior.

According to Marwansyah (2015: 36) that competence is a combination of skills, knowledge, attitudes and personal characteristics needed in achieving the success of a job that

can be measured by agreed standards, and can also be improved through training and development.

According to Abel, (2018: 16-17), Competence is defined as an ability which is defined as the basic characteristics of individual behavior which contains a description of the motives, self-concept, values, knowledge or expertise shown by individuals who perform excellently.

According to Komarudin (2019: 231), states that: the work environment is the social, psychological, and physical life in the company that affects workers in carrying out their duties. The social life in question concerns beliefs in values, attitudes, views, patterns or lifestyles in the surrounding environment as well as interactions between people who work in a company, be it interactions between superiors and subordinates or with coworkers.

Employee performance is strongly influenced by competence, training and work environment in order to create professional performance. According to Mangkunegara (2018: 67) performance is the result of work in quality and quantity achieved by a person in carrying out his functions in accordance with the responsibilities given to him.

LITERATURE REVIEW

Human Resource Management

Human resources are an important asset and act as the main driving factor in the implementation of all agency activities or activities, so they must be managed properly through Human Resource Management (HRM).

According to (Ajabar, 2020: 5) Human Resource Management is an activity that tries to trigger, improve, motivate and maintain good performance in the organization. According to (Ni Kadek & John, 2019: 2) Human Resource Management is the process of conveying organizational goals through utilizing humans or people contained in it. Individuals or employees who are managed to have good competencies and abilities needed to support their work.

Based on several opinions according to the experts above, it can be concluded that human resource management is a process for obtaining, training, assessing, and compensating employees through planning, recruitment, selection, training, development, compensation, career, safety, and health so as to achieve goals Together.

Definition of Training

The term "training" often refers to a way to acquire knowledge and skills as a result of learning about practical skills and knowledge related to specific useful competencies. According to Priansa (2016: 175) states that training is a systematic and planned effort to change or develop knowledge or skills, attitudes through learning experiences in order to increase the effectiveness of performance activities or various activities.

According to Dessler (2018: 280) training is an effort to improve the quality of human resources in the world of work. New employees or those who have worked need to take part in training because of the demands of work that can change due to changes in the work environment, strategies and so on. According to Priansa (2016: 175) states that training is learning provided in order to improve performance related to current work. From the quotation above, it is known that training is a training activity that is carried out systematically to meet current or future needs in order to improve skills, knowledge and broaden employee horizons to support company activities.

Definition of Competence

According to Dessler (2017: 408) competence is a personal characteristic that can be shown such as knowledge, skills and personal behavior such as leadership. Wibowo (2016:

271) suggests that an ability to carry out or perform a job or task based on skills and knowledge and supported by the work attitude demanded by the job.

According to Edison, Anwar and Komariyah (2016: 142) Competence is the ability of an individual to carry out a job correctly and has an advantage based on matters concerning knowledge, expertise, and attitude. From the three definitions put forward by experts about competence, it can be concluded that competence is the ability and characteristics of a person in carrying out work or tasks based on the knowledge, skills and behavior that individuals have with effectiveness.

Definition of Work Environment

The work environment in a company is very important for management to pay attention to. Although the work environment does not carry out the production process in a company, the work environment has a direct influence on the employees who carry out the production process. A conducive work environment provides a sense of security and allows employees to work optimally. If the employee likes the work environment where he works, then the employee will feel at home in his workplace in carrying out his activities so that working time can be used effectively, and vice versa.

According to Afandi (2018: 65), states that "The work environment is everything that is around employees and can influence in carrying out the tasks assigned to them, for example with the presence of air conditioners (AC), adequate lighting and so on".

According to Nitisemito in Faida (2019: 108), "something that is around the workers and that affects him in carrying out the tasks assigned". By paying attention to a good work environment or creating working conditions that are able to provide motivation to work, it will have an influence on employee performance.

Employee Performance

An organization, be it government or private, is always driven by a group of people who play an active role in achieving the goals that the organization wants to achieve. Organizational goals will certainly not be achieved if the performance of members or employees is not optimal.

According to Sutrisno (2016: 172) "Performance is the result of employee work seen from the aspects of quality, quantity, work time, and cooperation to achieve the goals set by the organization." Meanwhile, according to Mangkunegara (2018: 67) "Performance is the quality and quantity of work achieved by an employee in carrying out his duties in accordance with the responsibilities given to him."

According to Fahmi (2017: 188) "Performance is the result of a process that refers to and is measured over a certain period of time based on predetermined provisions or agreements."

According to Torang (2014: 74) "Performance is the quantity or quality of the work of an individual or group in the organization in carrying out the main tasks and functions that are guided by norms, standard operating procedures, criteria and measures that have been determined or that apply in the organization. According to Hasibuan (2016: 66), performance is a result of the work achieved by a person in carrying out the tasks assigned to him which is based on skills, experience and seriousness and time.

METHODS

The type of research used in this study is quantitative research with a descriptive approach. Quantitative research method is one type of research whose specifications are systematic, planned and clearly structured from the beginning to the making of the research design. According to Sugiyono (2018: 13), quantitative research methods can be interpreted as research methods based on the philosophy of positivism, used to research on certain populations or samples, sampling techniques are generally carried out randomly, data collection

using research instruments, data analysis is quantitative / statistical with the aim of testing predetermined hypotheses.

Validity Test

The validity test is a valid research result if there is a similarity between the data collected and the data that actually occurs on the object under study (Sugiyono, 2018: 76).

In the validity test, the SPSS (Statistical Product and Service Solutions) program was used. The validity test can be done by looking at the correlation between the score of each item in the questionnaire and the total score to be measured, namely using the Pearson Correlation Coefficient. The basis for making decisions to test validity is:

- 1) If r_{count} is positive and $r_{count} > r_{table}$ then the variable is valid.
- 2) If r_{count} is not positive and $r_{count} < r_{table}$ then the variable is invalid.

Reliability Test

Instrument reliability testing can be done externally and internally, externally testing can be done with test retest, equivalent and a combination of both. Internally, the reliability of the instrument can be tested by analyzing the consistency of the items in the instrument with certain techniques (Sugiyono, 2018: 87). To test the reliability of the questionnaire used, a reliability analysis was carried out based on Cronbach's Alpha coefficient. Cronbach's Alpha coefficient interprets the correlation between the scale made with all existing indicator scales with confidence in the level of constraint. Indicators that are acceptable if the alpha coefficient is above 0.60, then it is said to be reliable and if it is below 0.60, it means that it is not reliable (Ghozali, 2015: 66).

Multiple Linear Regression

Multiple linear regression analysis to determine the accuracy of predicting whether there is a strong relationship between the independent variables (X_1 and X_2) and the dependent variable (Y). The general form of the multiple regression equation is as follows:

$$Y = + b_1X_1 + b_2X_2 + b_3X_3 + e$$

(Sugiyono, 2018: 192)

Description:

Y = Performance

X_1 = Training

X_2 = Competence

X_3 = Work Environment

a = Constant value

e = Error

Coefficient of Determination (R^2)

The coefficient of determination (R^2) essentially measures how far the model's ability to explain the variation in the dependent variable. The coefficient of determination is between zero and one ($0 < R^2 < 1$). A small R^2 value means that the ability of the independent variables to explain the variation in the dependent variable is very limited. A value close to one means that the independent variables provide almost all the information needed to predict variations in the dependent variable.

Hypothesis Testing

a. Test t

The t test basically shows how far the influence of one independent variable individually in explaining the variation in the independent variable (Ghozali, 2015: 48). The Hypothesis Test

Steps for the Regression Coefficient are:

Formulation of the Null Hypothesis (H0) and Alternative Hypothesis (H1)

H0: $b_1 = 0$ There is no significant effect of each independent variable (X1, X2, X3) on the dependent variable (Y).

Ha: $b_i \neq 0$ There is a significant influence of each independent variable (X1,X2,X3) on the dependent variable (Y).

b. F test

The F test was conducted to determine the effect of the independent variables together on the dependent variable. The formulation of the tested hypothesis:

Ho: $b_1 = b_2 = b_3 = 0$, means that together there is no influence of the independent variables on the dependent variable.

Ha: $b_1 \neq b_2 \neq b_3 \neq 0$, meaning that together there is an influence of the independent variables on the dependent variable.

RESULTS

The results section summarizes the data collected for the study in the form of descriptive statistics and also reports the results of relevant inferential statistically analysis (e.g., hypothesis tests) conducted on the data. You need to report the results in sufficient detail so that the reader can see which statistical analyses were conducted and why, and to justify your conclusions. Mention all relevant results, including those that are at odds with the stated hypotheses (American Psychology Association 2001: 20).

There is no fixed recipe for presenting the findings of a study. We will, therefore, first consider general guidelines and then turn our attention to options for reporting descriptive statistics and the results of the hypothesis test.

Reporting Research Results

Validity Test

The validity test shows the extent to which a measuring device measures what it wants to measure. A questionnaire is said to be valid (valid) if the questions on the questionnaire are able to reveal something that can be measured. In the Statistical Product and Service Solution (SPSS) program, the testing technique used is the Corrected Item-Total Correlation correlation. The test in this study to determine the validity of a variable was tested using the Validity analysis technique with a correlation value above 0.3. (Sugiyono, 2018: 115). The results of testing the validity of the research indicators are as in the following table:

Table 1. Validity test of Research Indicators

No	Item Pertanyaan	R- Tabel	R- hitung	Keterangan
training (X1)				
1	X1.1	0,297	0,805	Valid
2	X1.2	0,297	0,666	Valid
3	X1.3	0,297	0,726	Valid
4	X1.4	0,297	0,594	Valid
5	X1.5	0,297	0,459	Valid
6	X1.6	0,297	0,501	Valid
7	X1.7	0,297	0,621	Valid
8	X1.8	0,297	0,692	Valid
9	X1.9	0,297	0,717	Valid
10	X1.10	0,297	0,604	Valid
competence (X2)				
1	X2.1	0,297	0,724	Valid
2	X2.2	0,297	0,488	Valid

3	X2.3	0,297	0,850	Valid
4	X2.4	0,297	0,536	Valid
5	X2.5	0,297	0,656	Valid
6	X2.6	0,297	0,595	Valid
7	X2.7	0,297	0,673	Valid
8	X2.8	0,297	0,564	Valid
9	X2.9	0,297	0,669	Valid
10	X2.10	0,297	0,765	Valid
employee performance (X3)				
1	X3.1	0,297	0,815	Valid
2	X3.2	0,297	0,805	Valid
3	X3.3	0,297	0,331	Valid
4	X3.4	0,297	0,714	Valid
5	X3.5	0,297	0,527	Valid
6	X3.6	0,297	0,650	Valid
7	X3.7	0,297	0,614	Valid
8	X3.8	0,297	0,711	Valid
9	X3.9	0,297	0,566	Valid
10	X3.10	0,297	0,516	Valid
employee performance (Y)				
1	Y1	0,297	0,372	Valid
2	Y2	0,297	0,457	Valid
3	Y3	0,297	0,749	Valid
4	Y4	0,297	0,676	Valid
5	Y5	0,297	0,538	Valid
6	Y6	0,297	0,339	Valid
7	Y7	0,297	0,573	Valid
8	Y8	0,297	0,552	Valid
9	Y9	0,297	0,733	Valid
10	Y10	0,297	0,710	Valid

Sumber : Output SPSS versi 23.0, 2024

Based on table 6 above, the 40 statement items submitted are all valid so all indicators submitted have a value of $r_{count} > r_{table}$, namely $r_{count} > 0.297$ (R table attached). So all indicators used in this study are said to be valid and can be used as research tools.

Multiple Linear Regression Analysis Test

To facilitate the calculation of regression from quite a lot of data, in this study it was completed with the help of computer software (software) SPSS 23 program. The results of testing the multiple regression model on the variables of training (X1), competence (X2), and work environment (X3) that affect employee performance are seen in table 7 below:

Table 2. Multiple Regression test results

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	10.788	3.625		2.976	.005
training	1.277	.561	.251	2.276	.029
competence	.403	.073	.594	5.540	.000
employee performance	.229	.084	.264	2.714	.010

a. Dependent Variable: kinerjapegawai

From the results of multiple linear regression calculations using the SPSS 23.0 program in table 8, the multiple linear regression equation can be obtained as follows:

$$Y = 10.788 + 1.277 X1 + 0.403 X2 + 0.229 X3 + e$$

The equation of the multiple linear regression is

1. The constant value is 10.788 which means that if the training variable (X1), the competency variable (X2) and the work environment (X3) are considered equal to zero (0), the employee performance variable (Y) will remain at 10.788.
2. The effect of training (X1) on employee performance (Y)
The coefficient value of training (X1) is 1.277 with the assumption that if x1 increases by one unit, then employee performance (Y) will also increase by 1.277.
3. The effect of competence (X2) on employee performance (Y)
The regression coefficient value of the competency variable is 0.403 with the assumption that if competence (X2) increases by one unit, employee performance (Y) will increase by 0.403.
4. The effect of work environment (X3) on employee performance (Y)
The coefficient value of the work environment (X3) is 0.229 with the assumption that if x1 increases by one unit, employee performance (Y) will also increase by 0.229.

Reliability Test Results

According to Suharsimi Arikunto (2010) that reliability shows an understanding that an instrument is reliable enough to be used as a data collection tool because the instrument is good. A reliable instrument will produce reliable data. A research instrument is indicated to have an adequate level of reliability if the Alpha Cronbach coefficient is greater than or equal to 0.60 (Ghozali, 2016: 90). The results of testing the reliability of the research variables can be seen in table 8 below

Table 3. Results of the Research Instrument Reliability Test

No	Variabel	Nilai Alpha Cronbach	Keterangan
1	training	0,697	Realibel
2	competence	0,676	Realibel
3	work environment	0,734	Realibel
3	Ki employee performance	0,702	Realibel

Sumber : Output SPSS versi 23.0,2024

Based on the results of data analysis as shown in table 8, it is known that all Alpha Cronbach coefficients of the research variables are greater than the value of 0.6, which means that all research instruments are realibel (reliable).

Determination Test Results (R2)

The coefficient of determination (R2) essentially measures how far the model's ability to explain the dependent variable. The coefficient of determination is zero and one. A low R value is that the ability of the independent variables to explain the dependent variable is very limited. A value close to one means that the independent variables provide almost all the information needed to predict the variation in the dependent variable. Based on the R2 test conducted, it can be seen in table 9.

Table 3. Determination Test Results (R2)

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.905 ^a	.819	.794	2.718

a. Predictors: (Constant), training, work environment, competence

Based on table 3 for the coefficient of determination using the R Square model. From the results of calculations using SPSS 23, it can be seen that the coefficient of determination of R

square is 0.819. This means that the value of training (X1) and the value of competence (X2) and the work environment (X3) affect employee performance (Y) by 81.9% while the remaining 18.1% is influenced by other variables not examined in the study.

F Test Results (simultaneous)

According to Pardede and Manurung (2014; 28) the F test can be used to test the simultaneous influence of the independent variable on the dependent variable (Y). if the independent variable has simultaneous with the dependent variable. This can be seen in table 13 below:

Table 4. F test results (simultaneous)
ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	617.503	3	205.834	25.145	.000 ^b
	Residual	311.069	38	8.186		
	Total	928.571	41			

a. Dependent Variable: employee performance

b. Predictors: (Constant), Work environment, competency, training

From the table above that the significance value is 0.000 <0.05. Because the significance level is below 0.05, it shows that simultaneously training (X1) and competence (X2) and the work environment (X3) have a significant effect on employee performance at the Saptol PP and Damkar offices of South Bengkulu Regency.

Based on the results of the simultaneous t test, H0 is rejected and Ha is accepted or in other words, training (X1) and competence (X2) and the work environment (X3) have a simultaneous effect on employee performance (Y). the value of F count > F table is 25.145 > 2.83. (table F attached).

Partial Hypothesis Testing (t test)

The results of testing the t test hypothesis using SPSS 23.0 can be seen in table 11.

Table 5. Partial test results (t)
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	10.788	3.625		2.976	.005
	Training	1.277	.561	.251	2.276	.029
	Competence	.403	.073	.594	5.540	.000
	Work Environment	.229	.084	.264	2.714	.010

a. Dependent Variable: employee performance

From the results of the calculation using SPSS 23.0 it can be explained that:

1. Training Variable (X1)

The test results for the training variable show a significance value of 0.029 <0.05. Because the significance value is smaller than 0.05, Ho is rejected and Ha is accepted. meaning that training has a significant effect on employee performance at the South Bengkulu Satpol PP and Damkar offices. While the t value is 2.276 and t table is 2.018. So we can conclude that t count > t table, namely 2.276 > 2.018, then H0 is rejected, meaning that the independent variable (training) has a statistically significant effect at α 5% on the dependent variable (employee performance).

2. Competency Variable (X2)

The test results for the work environment variable show a significance value of 0.010 < 0.05. Because the significance value of the work environment is smaller than 0.05, H_0 is rejected and H_a is accepted. This means that the work environment variable has a significant effect on employee performance at the South Bengkulu Satpol PP and Damkar Service. t count on the training variable is 5.540 which is greater than 2.018. then H_0 is rejected, meaning that the independent variable (competence) has a statistically significant effect at α 5% on the dependent variable (employee performance).

3. Work environment variable (X3)

The test results for the competency variable show a significance value of 0.010 < 0.05. Because the significance value of competence is smaller than 0.05, H_0 is rejected and H_a is accepted. This means that the competency variable has a significant effect on employee performance at the South Bengkulu Satpol PP and Damkar Service. t count on the training variable is 2.714 which is greater than 2.018. then H_0 is rejected, meaning that the independent variable (competence) has a statistically significant effect at α 5% on the dependent variable (employee performance).

DISCUSSION

Based on the results of the study, it can be seen that training and competence have a very strong relationship with employee performance at the South Bengkulu Regency Satpol PP and Damkar Office with a value Based on analysis using SPSS 23. The results of multiple regression analysis testing, determination test and hypothesis testing can be concluded as follows:

Table 6. Results of Multiple Linear Regression Analysis, Determination Test and Hypothesis Test

Variabel	Value Koef	Standard Error	R Square	Sig.	Description
Equation : $Y = 10,788 + 1,277 X_1 + 0,402 X_2 + 0,229 X_3 + e$					
Training	1,277	0,562		0,029	Significant
Competence	0,402	0,073		0,000	Significant
Work Environment	0,229	0,084		0,010	Significant
F test	25,145			0,000	Significant
Determination			0,819		81,9 %

1. The Effect of Training on Employee Performance of Satpol PP and Damkar of South Bengkulu Regency

The test results in this study indicate that there is a significant influence between training on employee performance at the Satpol PP and Damkar of Bengkulu Selatan Regency, because the test results for the training variable show a significance value of 0.029 < 0.05. Because the significance value is smaller than 0.05. This means that training has a significant influence on employee performance at the Satpol PP and Damkar Service of South Bengkulu Regency.

The training coefficient value obtained after conducting research using SPSS 23 shows that the training coefficient value is 1.277. It can be seen that the training variable has a significant effect on the performance of employees at the Satpol PP and Damkar Service of South Bengkulu Regency.

It can be seen that training greatly affects employee performance at the Satpol PP and Damkar Service of South Bengkulu Regency. So the Head of the South Bengkulu Satpol PP and Damkar Service must further improve the quality of employee performance so that it can motivate employees to work even harder and maintain employee performance.

Based on Partial test (t test) shows that training has a positive and significant indirect effect on loyalty through employee performance. According to (Ukudi, 2007: 215) that the concept

of training has become a very dominant factor in the success of organizations, both profit and non-profit organizations, because if consumers feel that the training they receive is good or as expected, they will feel satisfied, trust and have a commitment to become loyal consumers. The training variable that has the greatest influence on employee performance is 1.277.

2. The Effect of Competence on Employee Performance of Satpol PP and Damkar of South Bengkulu Regency

Based on the results of research tests using the t test and F test and multiple linear regression, the competency variable has no influence on employee performance. The test results for the competency variable in the partial test (t) show a significance value of $0.000 < 0.05$. Because the significance value of competence is smaller than 0.05, H_0 is rejected and H_a is accepted. This means that the competency variable has a significant influence on employee performance at the South Bengkulu Satpol PP and Damkar offices.

The results that have been presented in this study show that the coefficient value of competence is 0.402, which means that it has a significant effect on employee performance. However, based on the standard error regression coefficient value (which is 0.073) it can be understood that the competency variable has a positive influence on employee performance. Therefore, the higher the influence of the competency variable, the higher the level of employee performance. Although competence has a positive relationship, it is known that competence significantly affects employee performance, this is because several independent variables are variables that affect competence to be a heavy consideration for an agency or work unit. The discipline of a unit is said to be good, if most of the employees obey the existing regulations. (Hasibuan, 2015: 45).

3. The influence of work environment on the performance of Satpol PP and Damkar employees in South Bengkulu Regency

The test results in this study indicate that there is a significant influence between the work environment on employee performance at the Satpol PP and Damkar of Bengkulu Selatan Regency, because the test results for the work environment variable show a significance value of $0.010 < 0.05$. Because the significance value is smaller than 0.05. Because the significance value is smaller than 0.05. This means that the work environment has a significant influence on employee performance at the Satpol PP and Damkar Service of South Bengkulu Regency.

The work environment coefficient value obtained after conducting research using SPSS 23 found that the training coefficient value was 0.229. It can be seen that the training variable has a significant effect on the performance of employees at the South Bengkulu Regency Satpol PP and Damkar Service.

4. Training and Competence and work environment on employee performance of Satpol PP and Damkar South Bengkulu Regency

Based on this study, the training and competency variables have a significant effect on employee performance variables. It can be seen that training is $0.029 < 0.05$ and competence is $0.000 < 0.05$ and the work environment is $0.010 < 0.05$.

Based on the coefficient of determination using the R Square model. From the results of calculations using SPSS 23, it can be seen that the coefficient of determination of R square is 0.819. This means that the value of training (X1) and the value of competence (X2) and the value of the work environment (X3) greatly affect employee performance (Y) which is only 81.9% while the remaining 19.1% is influenced by other variables not examined in this study.

CONCLUSION

Based on the results of research conducted at Satpol PP and Damkar of South Bengkulu Regency, the authors can conclude that:

1. The results of the multiple linear regression analysis are Equation: $Y = 10.788 + 1.277 X_1 + 0.402 X_2 + 0.229 X_3 + e$, this illustrates the positive direction of regression, meaning that the training variable (X1) is 1.277 and Competence (X2) is 0.402 and the work environment (X3) is 0.229 there is a positive influence on employee performance (Y) Satpol PP and damkar South Bengkulu Regency. The highest value of the three variables is training with a value of 1.277 then the lowest value is the work environment variable with a value of 0.229.
2. The value of the coefficient of determination from the results of calculations using SPSS, it can be seen that the coefficient of determination of R square is 0.819. This means that the value of training (X1) and the value of competence (X2) affect employee performance (Y) by 81.9% while the remaining 19.1% is influenced by other variables not examined in the study.
3. The results of the t test at the 0.05 significance level explain that partially training and competence and the work environment have a significant influence on the performance of Satpol PP and Damkar employees of South Bengkulu Regency.

LIMITATION

1. For Satpol PP and Damkar

Based on the research results, it is known that the training and competency variables are variables that greatly affect the performance of Satpol PP and Damkar employees in South Bengkulu Regency. Respondents considered that employee performance was in accordance with training, competence and work environment. Therefore, the author suggests maintaining training and competence as well as the work environment for the development and perfection of an agency or unit in the future by maintaining training, increasing competence and the work environment has the lowest so it must be considered again and immediately corrected so that performance is better.

2. Further Researchers

Further researchers can develop this research by examining other factors that can affect training and competence and the work environment. Further researchers can also use other methods in examining employee performance, for example training, competence and employee performance through in-depth interviews with employees, so that the information obtained can be more varied.

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