

INFLUENCE OF HUMAN RESOURCE COMPETENCY ON THE PERFORMANCE OF THE REGIONAL DISASTER MANAGEMENT AGENCY, POHUWATO REGENCY

Hartati¹⁾, Titin Dunggio²⁾, dan Ikram Muhammad³⁾

¹⁾Universitas Bina Taruna Gorontalo

^{2,3)}Universitas Bina Mandiri Gorontalo

E-mail: hartatihmiruddin@gmail.com

ABSTRACT

The purposes of this research are: (1) Analyzing and explaining the Influence of employee's work knowledge on the Performance of Regional Disaster Management Agency, Pohuwato Regency (2) Analyzing and explaining the Influence of employee's work skills on the Performance of Regional Disaster Management Agency, Pohuwato Regency, (3) Analyzing and explaining the influence of employee's work attitude on the Performance of Regional Disaster Management Agency, Pohuwato Regency, (4) Analyzing and explaining the influence of employee's knowledge, employee's work skills, and employee's work attitude on the Performance of Regional Disaster, Pohuwato Regency.

This research uses a quantitative approach and the type of research is survey research. Primary data was obtained through a survey of 30 employees of the Regional Disaster Management Agency of Pohuwato Regency with questionnaire data collection techniques. The data analysis technique used descriptive statistical analysis techniques and multiple regression inferential statistical analysis techniques.

The results of this research show that: (1) Employee's work knowledge has a positive and significant impact on the organizational performance of the Regional Disaster Management Agency of Pohuwato Regency; (2) Employee's work skills have a positive and significant impact on the organizational performance of the Regional Disaster Management Agency of Pohuwato Regency; (3) Employee's work attitude does not affect the organizational performance of the Regional Disaster Management Agency of Pohuwato Regency; and (4) Work knowledge, work skills and work attitudes of employee have a positive and significant impact on the organizational performance of the Regional Disaster Management Agency of Pohuwato Regency.

Keywords: Knowledge, Skill, Attitude, Organizational Performance

INTRODUCTION

The organization is a container that has multiple roles and was established with the aim of being able to provide and realize the wishes of various parties and not least the satisfaction of the owner.

Organization is a place or container in which there are two or more people to achieve predetermined goals. The organization of a form and relationship has a dynamic nature in the sense that it can adapt to changes which are essentially

Pengaruh Kompetensi Sumber Daya Manusia terhadap Kinerja Badan Penanggulangan Bencana Daerah Kabupaten Pohuwato

a form that humans have consciously created to achieve previously calculated goals.

Organizational performance is all organizational activities that are needed and determined from every element in the organization through efforts and trying to improve organizational capabilities continuously to achieve an effective goal within the organization [3]. To achieve organizational performance, it requires the performance of human resources or employees who are supported by professional qualities that bring benefits and changes to the organization.

For this reason, a good organization is an organization filled with people who have the quality of competent human resources, such as human resources who are able to describe a clear vision and mission and they contain the values of the desire to progress and develop as well as idealism. strong and passionate about working to achieve organizational goals.

Just as the Regional Disaster Management Agency (BPBD) of Pohuwato Regency is a regional government technical institution that has the main task of (1) establishing guidelines and directions for disaster management efforts that include disaster prevention, emergency management, rehabilitation, and reconstruction in a fair and equal manner; (2) Establish standardization and the need for disaster management implementation based on the laws and regulations; (3) Prepare, stipulate and inform disaster-prone maps; (4) Prepare permanent procedures for disaster management, carry out commands to disaster organizers; (5) Report the implementation of disaster management to the Regional Head once a month under normal conditions and at any time during disaster emergencies; (6) Controlling, collecting and distributing money and goods; (7) Account for the use of the budget received from the regional

revenue and expenditure budget, and (8) Carry out other obligations in accordance with the laws and regulations.

The main task of the Regional Disaster Management Agency of Pohuwato Regency related to the implementation of disaster management in Article 5 states that the Government and Regional Governments are responsible for the implementation of disaster management, this means that the government has the right to provide protection to the community against the threat of disasters [11]. For this reason, as a local government organization, the Pohuwato Regency Regional Disaster Management Agency is encouraged to continue to improve its organizational performance. The organizational performance of the Regional Disaster Management Agency of Pohuwato Regency can be achieved in accordance with the target if the performance indicators that have been set can show satisfactory results and the organization's management achieves the targets and expectations of the community, especially in disaster management.

For this reason, the problem of organizational performance, especially the Regional Disaster Management Agency of Pohuwato Regency, is closely related to the problem of knowledge, skills and work attitudes of employees in the implementation of disaster management in Pohuwato Regency. Knowledge, skills and behavioral attitudes in carrying out the tasks for which they are responsible effectively and efficiently, and can support organizational performance [6]

Knowledge is an understanding or instinct that a person has to carry out an activity or job after observing/practicing an object while skill is the ability or ability possessed by a person to carry out work or activities by using reason, thoughts, ideas and creativity in doing, changing or also making something better

Pengaruh Kompetensi Sumber Daya Manusia terhadap Kinerja Badan Penanggulangan Bencana Daerah Kabupaten Pohuwato

and having a purpose so that it can produce a value that contains meaning and meaning and attitude is a condition of a person who has the desire to act or interest in carrying out activities to act or act positively and negatively, as an effort to respond to something so that it can be achieved with maximum results.

For this reason, human resources have the competence to play an important role in supporting the performance of the Regional Disaster Management Agency of Pohuwato Regency. Professional and quality human resources with the ability and skills will affect the organization where human resources will show changes related to the success of the Pohuwato Regency Regional Disaster Management Agency in handling disasters.

In organizations that need to be considered is how to manage resources so as to support organizational performance and it is also necessary to pay attention to administrative management, especially in managing administration related to the public.

Public administration can be interpreted as a procedure used in organizations to organize, regulate and carry out various activities that are determined and required for resources that can be formulated in various policies or procedures and can be implemented and able to manage decisions in public policies in accordance with procedures, which has been established [10]. In addition, human resource management is also needed where Human Resource Management (HRM) is a process of utilizing human resources effectively and efficiently through planning, mobilizing, and controlling all values that are human strengths to achieve goals. In human resource management, human resources are utilized as human labor so that all physical and psychological potentials that

they have function to maximize to achieve a goal [4].

To support the organization required the performance of human resources. Performance is carrying out an activity and on self-awareness to complete it with full responsibility by obtaining results as expected [3]. In order to produce better performance, competence is needed. Competence is the ability to carry out various kinds of tasks required in a particular job in the form of skills and abilities possessed so as to be able to carry out tasks [3]. The competence possessed by each person consists of knowledge, skills and behavioral attitudes, thus competence reveals that competence is a meeting or meeting point between knowledge, skills and attitudes.

Knowledge is a person's deep understanding of something through experience or education. Knowledge or *Knowledge* is information that a person has in completing work [6]. Knowledge is everything that is known and may be known by humans themselves and will be material in managing something that will bring benefits to humans themselves. The dimensions of knowledge consist of education, experiences and interests [5].

Skill is the ability of a person who is functionally effective and ineffective in carrying out work. Skills are the ability to complete tasks that show a system or behavioral rule that is functionally related to the achievement of a predetermined performance goal. [6]. Dimensions of skills include the dimensions of intellectual skills, namely skills and personality skills [5].

Attitude is an activity that uses one's feelings, thoughts and predispositions towards an aspect that is an object in the surrounding environment [1]. Attitude is an attitude that is formed by the experience of a person in doing a job and developed on a particular object and will affect a person's personality in doing

work in the organization. The dimensions of work attitudes consist of curiosity, respect for data and facts, critical thinking, discovery and creativity, open-minded and cooperative thinking, perseverance and sensitivity to the surrounding environment [9].

RESEARCH METHODS

This study uses a quantitative approach with a survey design. In quantitative research using research strategies such as experiments and surveys that require statistical data. research instrument, data analysis is quantitative/statistical with the aim of testing predetermined hypotheses, using numbers and analysis using statistics[7]. This research is located at the Regional Disaster Management Agency of Pohuwato Regency and the research time is carried out for 2 (two) months, namely from May to June 2021.

The population is all employees of the Regional Disaster Management Agency of Pohuwato Regency with a total of 30 employees using a sample of the entire population with the withdrawal technique of the Saturated Sampling technique or Full sampling. The data collection technique used in this study is a questionnaire. Where respondents are asked to choose an answer that suits their characteristics by putting a checklist on each aspect according to the respondent's observations. using a Likert scale with a scale of answers to questions classified as 5 (five), namely 1 – 5. In answering questions starting from Strongly Disagree with a score of 1 to Strongly Agree 5 questions (STS = 1, TS = 2, C = 3, S = 4 and ST = 5).

In data collection techniques, the data analysts used are:

1. Descriptive Statistical Analysis with the presentation of the data is done in visual form, while the calculation uses the calculation of the size of the

central tendency by looking for the average score. The average score is represented by the ex-bar (\bar{x}) with the formula:

$$\bar{x} = \frac{\sum f_i, x_i}{\sum f_i}$$

Where:

- $\sum f_i, x_i$ = The sum of the results of each frequency data
- f_i = Data frequency to -i
- x_i = Data to - i
- $\sum f_i = n$ = amount of data

2. Statistical Analysis Regression analysis of the equation of the effect of two or more independent variables on one dependent variable to prove the presence or absence of a functional relationship or a causal relationship between two or more independent variables with one variable. By using the following formula:

$$\hat{Y} = a + b_1X_1 + b_2X_2 + b_3X_3$$

Where:

$$b_1 = \frac{(\sum x_2^2)(\sum x_1y) - (\sum x_1x_2)(\sum x_2y)}{(\sum x_1^2)(\sum x_2^2) - (\sum x_1x_2)^2}$$

$$b_2 = \frac{(\sum x_1^2)(\sum x_2y) - (\sum x_1x_2)(\sum x_1y)}{(\sum x_1^2)(\sum x_2^2) - (\sum x_1x_2)^2}$$

$$a = \bar{Y} - b_1\bar{X}_1 - b_2\bar{X}_2$$

In this study using statistical hypotheses, the decision was made that Ho accepts means Ha rejects and vice versa if Ho refuses means accepts Ha. by testing the average using: (1) T test is used to partially test each variable. The results of the t test can be seen in the coefficients table in the sig (significance) column. If the probability $t_{count} > t_{table}$ Or sig value < 0.05 , it can be said that there is an influence between the independent variables on the dependent variable partially; (2) The F test is used to

determine the effect of the independent variables simultaneously (simultaneously) on the dependent variable. Significant means that the relationship that occurs can apply to the population. if the probability value $F_{count} > F_{table}$ or Sig value < 0.05 , it can be said that there is a jointly significant effect between the independent variables on the dependent variable.

RESEARCH RESULT

Validity and Reliability Test

Table 1 Knowledge Variable Validity Test Results (X1)

No	R _{count}	r _{table}	conclusion
1	0.766	0.374	Valid
2	0.499	0.374	Valid
3	0.570	0.374	Valid
4	0.531	0.374	Valid
5	0.891	0.374	Valid
6	0.479	0.374	Valid
7	0.855	0.374	Valid
8	0.480	0.374	Valid
9	0.729	0.374	Valid
10	0.771	0.374	Valid
11	0.771	0.374	Valid
12	0.710	0.374	Valid
13	0.376	0.374	Valid
14	0.447	0.374	Valid
15	0.638	0.374	Valid
16	0.421	0.374	Valid

Source: Primary data, 2021

From the table above, the Knowledge Variable Validity Test (X1) shows that it is valid because it is based on the results of the analyst that $r_{table} <$ from r_{count} . with the acquisition of each item (r_{count}) greater than 0.374 (r_{table})

Table 2 Reliability Test of Knowledge Variables (X1)

No	Variable	R _{count}	Spearman	r _{table}	Conclusion	Category
1	Knowledge (X1)	0.7125	0.8321	0.374	Reliably	Very high

Source: Primary data, 2021

From the table above shows that the Knowledge Variable (X1) after being tested again with a Spearman value of $0.8321 > 0.374$ (r_{table}) then Reliable with a very high category

Table 3 Skill Variable Validity Test Results (X2)

No	R _{count}	r _{table}	Conclusion
1	0.562	0.374	Valid
2	0.816	0.374	Valid
3	0.812	0.374	Valid
4	0.420	0.374	Valid
5	0.503	0.374	Valid
6	0.698	0.374	Valid
7	0.857	0.374	Valid
8	0.620	0.374	Valid
9	0.798	0.374	Valid
10	0.562	0.374	Valid

Source: Primary data, 2021

From the table above, the Skills Variable Validity Test (X2) after being tested again shows Valid because based on the results of the analyst that $r_{table} <$ from r_{count} . With the acquisition of each item (r_{count}) greater than 0.374 (r_{table})

Table 4 Skills Variable Reliability Test Results (X2)

No	Variabel	r _{count}	Spearman	r _{table}	conclusion	Category
2	skill (X2)	0.8011	0.8896	0.374	Reliabil	Very high

Source: Primary data, 2021

From the table above shows that the Skills Variable (X2) after re-testing the Spearman value $0.8896 > 0.374$ (r_{table}) then Reliable, with a very high category.

Table 5 Test Results of Attitude Variable Validity (X3)

No	R _{count}	r _{table}	Conclusion
1	0.898	0.374	Valid
2	0.851	0.374	Valid
3	0.898	0.374	Valid
4	0.824	0.374	Valid
5	0.898	0.374	Valid
6	0.656	0.374	Valid
7	0.898	0.374	Valid

Pengaruh Kompetensi Sumber Daya Manusia terhadap Kinerja Badan Penanggulangan
Bencana Daerah Kabupaten Pohuwato

8	0.578	0.374	Valid
9	0.898	0.374	Valid
10	0.611	0.374	Valid
11	0.898	0.374	Valid
12	0.572	0.374	Valid
13	0.898	0.374	Valid
14	0.898	0.374	Valid
15	0.573	0.374	Valid
16	0.816	0.374	Valid
17	0.898	0.374	Valid
18	0.893	0.374	Valid
19	0.898	0.374	Valid
20	0.717	0.374	Valid
21	0.898	0.374	Valid

Source: Primary data, 2021

From the table above, the Attitude Variable Validity Test (X3) after testing again shows Valid because based on the results of the analyst that $r_{table} < r_{count}$. With the results of each item (r_{count}) greater than 0.374 (r_{table})

Table 6 Attitude Variable Reliability Test Results (X3)

No	Variabel	r_{count}	Spearman	r_{tabel}	conclusion	Category
3	Attitude (X3)	0.7734	0.8722	0.374	Reliabil	Very high

Source: Primary data, 2021

From the table above shows that, the Attitude Variable (X3) after re-testing the Spearman value $0.8722 > 0.374$ (r_{table}) then Reliable in the Very High category

Table 7 Results of Organizational Performance Variable Validity Test (Y)

No	r_{count}	r_{tabel}	Conclusion
1	0.780	0.374	Valid
2	0.500	0.374	Valid
3	0.500	0.374	Valid
4	0.495	0.374	Valid
5	0.421	0.374	Valid
6	0.799	0.374	Valid
7	0.455	0.374	Valid
8	0.780	0.374	Valid
9	0.517	0.374	Valid
10	0.854	0.374	Valid

11	0.860	0.374	Valid
12	0.795	0.374	Valid
13	0.786	0.374	Valid
14	0.517	0.374	Valid
15	0.768	0.374	Valid
16	0.786	0.374	Valid

Source: Primary data, 2021

From the table above, the Organizational Performance Variable Validity Test (Y) has been tested again, it shows Valid because it is based on the results of the analyst that $r_{table} < r_{count}$. With the results of the acquisition of each item (r_{count}) greater than 0.374 (r_{table}).

Table 8 Organizational Performance Reliability Test Results (Y)

No	Variabel	r_{count}	Spearman	r_{tabel}	Conclusion	Category
1	organizational Performance (Y)	0.9623	0.9808	0.374	Reliabil	Very High

Source: Primary data, 2021

From the table above shows that the Organizational Performance Variable (Y) after re-testing the Spearman value $0.9808 > 0.374$ (r_{table}) then Reliable with a very high category

Normality Test

Table 9 Normality Test Results of Knowledge Variables (X1), Skills Variables (X2) Attitude Variables (X3) and Organizational Performance Variables (Y)

No	Variabel	Rata-Rata	Simpangan baku	Maksimal (F(xi)-S(xi))	LO_{count}	LI_{tabel}	Category
1	konowledge (X1)	65.4333	6.7297	0.1336	0.1336	0.161	Normal
2	Skill (X2)	42.5333	4.2323	0.1499	0.1499	0.161	Normal
3	Attitude (X3)	85.1	10.1891	0.1492	0.1492	0.161	Normal
4	Organizational Performance (Y)	69.6667	6.6037	0.1442	0.1442	0.161	Normal

Source: Primary data, 2021

Based on the table above shows that the Knowledge Variable (X1) with a Locount value of $0.1336 < 0.161$ (Ltable) is categorized as Normal, Skills Variable (X2) with a Locount value of $0.1499 < 0.161$ (Ltable) then Normal, Attitude Variable (X3) with a Locount value of $0.1492 < 0.161$ (Ltable) then it is categorized as normal and Organizational Performance Variable (Y) with a Locount value of $0.1442 < 0.161$ (Ltable) then it is categorized as Normal.

Multicollinearity Test

Table 10 Multicollinearity Test

<i>Regression Statistics</i>	
Multiple R	0.607311118
R Square	0.368826794
Adjusted R Square	0.295999116
Standard Error	5.540840379
Observations	30

Source: Primary data 2021

From the results of the Multicollinearity Test on Knowledge Variables (X1), Skills Variables (X2), Attitude Variables (X3) and Organizational Performance Variables (Y) showed that R^2 0.368, Fcount 5.064 with Significant 0.006 and T count (T Star) 0.856, 2.550, and 0.911. Where it shows that R^2 (0.368) < than 0.8, or lower than 0.8 the F value shows significant, then it shows that there is no multicollinearity

Heteroscedasticity Test

In a variable, heteroscedasticity is stated if the probability is greater than 5% (0.05). Heteroscedasticity test results show that the value of Propability (P-value) Intercept (0.513) Knowledge (X1) 0.628, Skills (X2) 0.418, and Attitude (X3) 0.681. shows that each variable is greater than 5% (0.05) then there is no heteroscedasticity.

Correlation Test

Table 11 Correlation Test Results Knowledge (X1), Skills (X2), and Attitudes (X3)

	Konowledge (X1)	Skill (X2)	Attitude (X3)	Organizational performance (Y)
Konowledge (X1)	1			
Skill (X2)	0.46013783	1		
Attitude(X3)	0.16027114	0.289784802	1	
Organizational performance (Y)	0.38666860	0.574112873	0.30646396	1

Source: Primary data, 2021

From the table above, it is explained that the results of the correlation test are obtained:

1. The result of knowledge variable analysis (X1) is 0.386. Where 0.386 is smaller than 1 ($r = 0.386$) And shows a positive value and it can be concluded that knowledge has a positive relationship to organizational performance. The value of the coefficient of determination R^2 is 0.149, which means that the increase in the performance of the Disaster Management Agency in Pohuwato Regency is only contributed by 14.94% of the Knowledge variable (X1).
2. From the results of the correlation test, the results of the skill variable analyst are 0.574. Where 0.574 is smaller than 1 ($r = 0.574$) and shows a positive value and it can be concluded that skills have a positive relationship to organizational performance. The coefficient value of $R^2 = 0.329$ means that the increase in the performance of the Regional Disaster Management Agency of Pohuwato Regency only contributed 32.9%.
3. From the results of the correlation test, the results of the analysis of the attitude variable are 0.306. Where 0.306 is smaller than 1 ($r = 0.306$) and shows a positive value and it can be concluded that attitudes have a positive relationship to organizational performance. From the results of the correlation test, the coefficient value

Pengaruh Kompetensi Sumber Daya Manusia terhadap Kinerja Badan Penanggulangan Bencana Daerah Kabupaten Pohuwato

of $R^2 = 0.093$ means that the increase in the performance of the Regional Disaster Management Agency of Pohuwato Regency is only contributed 9.3%

4. From the results of the correlation test, the results of the analysis of the knowledge variable (X_1) = 0.386, skills (X_2) = 0.574 and the attitude variable (X_3) = 0.306. Where the three variables show less than 1 ($r < 1$) and show a positive value and it can be concluded that knowledge, skills and attitudes have a positive relationship to organizational performance. The coefficient value of $R^2 = 0.368$ means that the increase in the performance of the Regional Disaster Management Agency of Pohuwato Regency can only be contributed by 36.8%.

Regression Equation Test

From the results of the Regression Equation Test, it is obtained:

1. Knowledge to get the regression equation can be seen in the coefficients with the intercept value (Y) = 44.83 and $X_1 = 0.37$. So the regression equation is $\hat{Y} = 44.83 + 0.37X$ which means that $Y = 44.83$ shows that when the independent variable knowledge is constant, the organizational performance is 44.83 and if the knowledge regression coefficient is 0.37 it shows that every increase of 1 constant in the knowledge variable will increase organizational performance. of 0.37. The positive regression coefficient indicates that the higher the knowledge, the better the organizational performance
2. The skill to get the regression equation can be seen in the coefficients with the intercept value (Y) = 31.56 and $X_1 = 0.89$. So the regression equation is $\hat{Y} = 31.56 + 0.89X$ which means that $Y = 31.56$ indicates that when the independent skill variable is constant, the organizational performance is 31.56 and if the skills regression coefficient is 0.89 it shows that every increase of 1 constant in the skill variable will increase organizational performance. of 0.89. The positive regression coefficient indicates that the higher the skill, the better the organizational performance
3. The attitude to get the regression equation can be seen in the coefficients table with the intercept value (Y) = 52.76 and $X = 0.19$. So the regression equation is $\hat{Y} = 52.76 + 0.19X$ which means that $Y = 52.76$ shows that when the independent variable attitude is constant, the organizational performance is 52.76 and if the attitude regression coefficient is 0.19 it shows that every increase of 1 constant in the attitude variable will increase organizational performance. of 0.19. The positive regression coefficient indicates that the higher the attitude, the better the organizational performance.
4. From the results of the Regression Test, to get the regression equation, it can be seen in the coefficients table with the intercept value (Y) = 21.16 and $X_1 = 0.14$, $X_2 = 0.72$ and $X_3 = 0.09$. So the regression equation is $\hat{Y} = 21.16 + 0.14X_1 + 0.72X_2 + 0.09X_3$, which means that: (1) $Y = 21.16$ shows that when the independent variables of knowledge, skills and attitudes are constant, the organizational performance is 21.16; (2) If the Knowledge regression coefficient is 0.14, it shows that every 1 constant increase in the Knowledge variable will increase organizational performance by 0.14. The positive regression coefficient indicates that the higher the knowledge, the better the organizational performance; (3) If

the Skills regression coefficient is 0.72, it shows that every 1 constant increase in the Skills variable will increase organizational performance by 0.72, the positive regression coefficient indicates that the higher the Skills, the better the organizational performance; and (4) If the Attitude regression coefficient is 0.09, it shows that every 1 constant increase in the Attitude variable will increase organizational performance by 0.09. The positive regression coefficient indicates that the higher the attitude, the better the organizational performance

Linearity Test

To measure linearity, use Fcount. If the test result Fcount is smaller than Ftable(Fcount<Ftable) it means that there is a linear relationship between Work Skills and Organizational Performance, and vice versa. Linearity test can also be done by comparing the results of Sig with a probability of 0.05. If the sig value is less than 0.05 (Sig < 0.05), then the relationship between the two effects is linear, but if the sig value is greater than 0.05 (Sig > 0.05) it means that there is no linear effect. Linearity Test Results using a two-tailed test against:

1. Knowledge (X1) shows that the value of Fcount = 4.92 is greater than the value of Ftable = 4.20 (4.92>4.20). From the test results Sig = 0.034 proved to be smaller than 0.05 (0.034 <0.05). When viewed from the Significant Test, it shows that the sig value obtained is smaller than 0.05, which means that there is a linear influence between work knowledge and the performance of the Disaster Management Agency in Pohuwato Regency.
2. Skill (X2) shows that the Fcount = 13.76 is greater than the Ftable = 4.20 (13.76>4.20). From the results of the Sig test = 0.0009 it is proven to be

smaller than 0.05 (0.0009 <0.05) If seen from the significant test, it shows that the sig value is smaller than 0.05 which means that there is a linearity between work skills and the performance of the Regional Disaster Management Agency of Pohuwato Regency.

3. Attitude shows that the value of Fcount = 2.90 is smaller than the value of Ftable = 4.20 (2.90 < 4.20). From the test results Sig = 0.09 is greater than 0.05 (0.09> 0.05). From the results of the linearity test using F arithmetic, it shows that F count < F Table which means that there is a linearity effect between work attitude and the performance of the Regional Disaster Management Agency of Pohuwato Regency.
4. Knowledge, Skills and Attitudes show that the value of Fcount = 5.06 is greater than F table = 3.35 (5.06>3.35) From the results of the Significant test, it is obtained that the value of Sig = 0.006 is proven to be less than 0.05 (0.006 <0.05). When viewed from the Significant test, it shows that the sig value is less than 0.05 which means that there is a linearity in the influence of work knowledge, work skills and work attitudes with the performance of the Regional Disaster Management Agency of Pohuwato Regency.

Research Results (Significant Test)

Table 12 T Test Results (Partial)

Connection	Hasil T Count	T Tabel	Sig	Information
Konowledge Work (1) to Organization al performance (Y)	2.21	2.04	0.034	Berpengaruh positig dan signifikan
Skill Work (X2) to Organization al performance (Y)	3.71	2.04	0.000	Berpengaruh positig dan signifikan
Attitude	1.71	2.04	0.99	Tidak

Pengaruh Kompetensi Sumber Daya Manusia terhadap Kinerja Badan Penanggulangan Bencana Daerah Kabupaten Pohuwato

Work (X2) to Organizational performance (Y) Berpengaruh

(X2), Attitude Work (X3) to Organizational performance (Y)

Source: Primary data, 2021

Source: Primary data, 2021

From table 12 shows that:

From table 13 above shows that the results of the F test are obtained that work knowledge (X1), Work Skills (X2), and Work Attitudes (X3) have a positive and significant impact on Organizational Performance (Y) provided that if the value of F count > F table or sig value < 0.05 is accepted and vice versa is rejected. with the calculated F value obtained through the Excel Data Analyst is 5.06 which shows that the calculated F = 5.06 is greater than 3.35 (5.06>3.35) and the sig value = 0.006 (0.006 < 0.05) using a significant level of 5% = 0.05. By getting Ftable(DF1 = K - 1) K is the number of variables, then (DF2 = N - K)

1. Work Knowledge (X1) has a positive and significant effect on Organizational Performance (Y) with the results of the analysis obtained through the Excel Data Analyst is 2.21. Provided that if the value of T arithmetic > T table or sig value < 0.05 is accepted and vice versa is rejected. Where tcount = 2.21 and ttable = 2.04 (2.21>2.04) with a value of sig = 0.034 (0.034 < 0.05) means it is accepted and uses a significant level of 5% = 0.05/2 = 0.025. DF = N - K .
2. Work Skills (X2) have a positive and significant effect on Organizational Performance (Y) with the results of the analysis obtained through the Excel Data Analyst is 3.71. Provided that if the value of T count > T table or sig value < 0.05 is accepted and vice versa is rejected. Where tcount = 3.71 and ttable = 2.04 (3.71>2.04) with a value of sig = 0.000 (0.000<0.05) means it is accepted and uses a significant level of 5% = 0.05/2 = 0.025. DF = N - K.
3. Work Attitude (X3) has no effect on organizational performance (Y) with the results of the analysis obtained through Data Analyst Excel is 1.71. Provided that if the value of T count > T table or sig value < 0.05 is accepted and vice versa is rejected. Where tcount = 1.71 and ttable = 2.04 (1.71<2.04) with a sig value of 0.099 (0.099 > 0.05) means it is rejected and uses a significant level of 5% = 0.05/2 = 0.025. DF = N - K

DISCUSSION

The results of the analysis obtained that the value of tcount = 2.21 is greater than the value of ttable = 2.04 (2.21>2.04), and the value of sig = 0.034 so that the hypothesis which states that employee knowledge has a positive and significant effect on organizational performance of the Regional Disaster Management Agency of Pohuwato Regency is proven and accepted. This means that if there is an increase in the employee knowledge variable, it will be followed by an increase in the organizational performance of the Pohuwato Regency BPBD. The results of this study are relevant to the theory which states that doing everything in the research must be in accordance with the provisions that have been set or the policy process under study concludes that knowledge has an influence on organizational performance and knowledge has a relationship with organizational performance [12].

The results of the analysis obtained that the value of tcount = 3.71 is greater

Table 13F test results (Stimulants)

Connection	Hasil F Count	F Tabel	Sig	Informasi
konowledge work (X1), Skill Work	5.064	3.35	0.006	Berpengaruh positif dan signifikan

than the value of $t_{table} = 2.04$ ($3.71 > 2.04$), and the value of $sig = 0.000$ so that the hypothesis which states that employee work skills have a positive and significant effect on organizational performance of the Regional Disaster Management Agency of Pohuwato Regency is proven and accepted. This means that if there is an increase in the variable of employee work skills, it will be followed by an increase in the organizational performance of the Regional Disaster Management Agency of Pohuwato Regency. The results of this study are relevant to the theory which states that in doing everything in research, it must be in accordance with the provisions that have been set or the policy process under study [8].

The results of the analysis obtained a value of $1.70 < 2.04$ and a value of $sig = 0.099$ so that the hypothesis which states that the work attitude of employees does not affect the organizational performance of the Regional Disaster Management Agency of Pohuwato Regency.

The results of the analysis obtained a value of $5.06 > 3.35$ and a value of $sig = 0.006$, so that the hypothesis which states that Work Knowledge, Work Skills and Work Attitudes of employees has a positive and significant effect on organizational performance of the Regional Disaster Management Agency of Pohuwato Regency is proven and accepted. This means that work knowledge, work skills and work attitudes together support organizational performance to achieve predetermined goals. And the need for increasing competence for human resources to be more optimal in carrying out their duties.

CONCLUSION

[7] and Implementation in Organizations, Student Library, Yogyakarta

From the data from the research and discussion, it can be concluded that:

1. Knowledge has a positive and significant effect on the performance of the Regional Disaster Management Agency of Pohuwato Regency
2. Skills have a positive and significant effect on the performance of the Regional Disaster Management Agency of Pohuwato Regency
3. Work attitude has no significant effect on the performance of the Regional Disaster Management Agency of Pohuwato Regency
4. Work Knowledge, Work Skills and Work Attitude together have a positive and significant impact on the performance of the Regional Disaster Management Agency of Pohuwato Regency

REFERENCES

- [1] Azwar Saifuddin, (2018), Human Attitude Theory and its Measurement Student Library, Yogyakarta
- [2] Lubis, Yusniar, et al (2018), Human Resources Management and Research, Alfabeta Bandung
- [3] Articleong, Harbani, 2017, Public Administration Theory, Alfabeta Bandung
- [4] Sedarmayanti, 2017, HR Planning and Development to Improve Performance Competence, and Work Productivity, Refika Aditama Bandung
- [5] Setiyati, Tettie et al (2020), Analysis of the Effect of Knowledge, Skills and Abilities on the Performance of the UBUD Panorama Hotel. Journal : Juima, Vol.10(1), March 38-45.
- [6] Sudarmanto, 2018, HR Competency Performance and Development, Dimensional Theory of Measurement
- [8] Sugiyono, 2019, Qualitative Quantitative Research Methods and R&D, Alfabeta Bandung

Pengaruh Kompetensi Sumber Daya Manusia terhadap Kinerja Badan Penanggulangan
Bencana Daerah Kabupaten Pohuwato

- [9] Sugioyono, 2019. Statistics for Research, Alfabeta Bandung
- [10] Sukroyanti, Azmi, (2016), The Influence of Students' PocInformation Book Use With Cheerful Puzzle Media Evaluation Techniques on Students' Scientific Attitudes. Scientific Journal of Physics Education "Lens" Vol.4(2), 46-50
- [11] Tahir, A. (2014). Public policy and transparency of local government administration. Alfabeta Publisher.
- [12] Law of the Republic of Indonesia, Number 24 of 2007 concerning Disaster Management
- [13] Wicaksono, Hari (2011), Analyst of the quality of human resources of civil servants and the performance of the district government of Madium Thesis: Economics Study Program and Development Studies Post Graduate Program, Sebelas Maret University, Bandung