Determination of Capabilities, Knowledge, and Skills for Superior Human Resources through Competence in Employees in the Port Area at Tanjung Balai Karimun, Riau Islands, Indonesia

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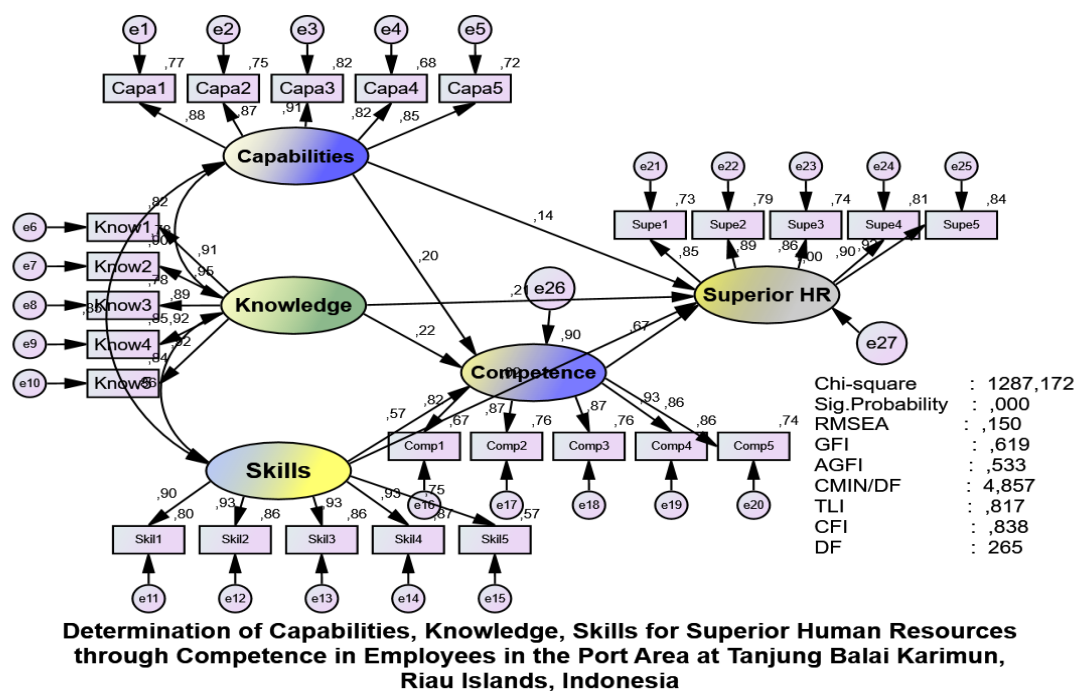*Corresponding Author email: kenedijo39@gmail.com

ABSTRACT

The community complains about the service at the sea passenger port in Tanjungbalai Karimun because it is considered unfriendly to passengers. This port is the only entrance to The Tanjung Balai Karimun Port and was built decades ago. One complaint is the surly service. The number of respondents in this study was 300. With the Slovin formula, 172 samples were obtained. The analysis tool used the AMOS software version 24. The following results were obtainedThe Capabilities' influence on the Competence metric is very indicative of a positive result. There is a strong positive correlation between the Determination and Knowledge to Competence variables. In this case, the Skills vs. Competence outcome is overwhelmingly favorable. Knowledge has a very favorable impact on the Superior Human Resources decision. In a highly encouraging turn of events, the Capabilities variable's determination of the Superior Human Resources variable was found to be true. Positive but unimportant result from applying The Skills variable to the Superior Human Resources variable. Competence has a highly favorable effect on the Superb Human Resources criterion. Competence on the job has a square correlation of 89.6%, whereas superior human resources has a correlation of 100.00%. The already-significant factors are being kept that way, while the determination of the Skills variable on the Superior Human Resources. One direct result of the diversity of abilities required of every organizer is the importance of encouraging "initiative." Able to use scientific principles to manipulate a wide range of objects. They can improve if they are honed and practiced to the point where their powers are increased to the point where they become experts or masters in one of the existing skill categories. Power is not about what one does but rather what one is capable of doing. Common government employees are needed solely for administrative duties.

Keywords: *Capabilities; Knowledge; Skills; Competence; Superior Human Resources Through*

RESEARCH HIGHLIGHTS

1. Between Singapore and Johor Bahru in Malaysia and Malacca in South East Asia, you'll find the Riau Archipelago. One of the most important harbors in Riau Island is Tanjung Balai Karimun Harbor, which can be found on the island of Karimun. Tanjung Balai Karimun Port, the gateway to the Riau Archipelago's regional economy.

2. This port, which was built in the 1970s, is the only way for visitors from outside of Karimun, and even those from within the country, to access the country. Problems have been observed with the dock's cab service, with some clients even reporting feeling threatened by the drivers.

3. After the representative for the Riau Archipelago's Ombudsman visited the port and took the initiative to do so, the Pelindo Karimun office convened a meeting with the heads of the relevant authorities. Every group shares the public's disappointment in the taxi service at the Karimun port.

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GRAPHICAL ABSTRACT

Determination of Capabilities, Knowledge, Skills for Superior Human Resources through Competence in Employees in the Port Area at Tanjung Balai Karimun, Riau Islands, Indonesia

Fig. 1. Full Model

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Research Objectives

1. How are competencies compared to capabilities?
2. How is knowledge compared to competence determined?
3. How are skills compared to competence determined?
4. How do Superior Human Resources assess qualifications?
5. How are Capabilities compared to Superior Human Resources determined?
6. How are Knowledge and Superior Human Resources compared?
7. How are Superior Human Resources compared to Skills?

Methodology

The population gathers the entire item to be measured for the research (Cooper & Schindler, 2003). The traits, or the qualities of the full worker, must follow the specific sample. The chosen sampling method is a judgmental, non-probability method (purposive). This illustrates a truth established by individuals who will serve as examples (Black & Champion, 2001). Employees from all agencies working at Karimun Harbor make up the population; 300 respondents are possible. A portion of the population chosen to reflect the research population is the sample (Cooper & Schindler, 2003). The sample size in this study is adjusted for the Structural Equation Model (SEM) analysis model employed (Adi, 2019). In this regard, the sample size for SEM is used in the model estimating the maximum likelihood estimation (MLE) of 100–200 samples, or up to 5–10 times the number of parameters evaluated (Ghozali, 2004). (Ferdinand, 2006). In this study, 172

samples of Karimun Port employees were collected using the Slovin formula.version 24.0. According to recent research (Wibisono, 2017)

Results

1. Standard estimate of 0.200, Cr of 2,762 at probability =0.006 indicates a positive impact of the Determination variable Capabilities on the Competence variable, and Cr value 2,762>2.00 and probability =0.006<0.05 support this conclusion
2. The Knowledge variable's influence on the Competence variable is positively determined, as measured by a standardized estimate of 0.222 and a Cr of 3,076 at probability = 0.002. The values of Cr and p for this relationship are 3,076 (>2.00) and 0.002<0.05, respectively.
3. A normalized estimate (regression weight) of 0.571 and a Cr of CR 6,176 at probability = *** indicate a significant There is statistically significant positivity between the Determination of Isthiqomah and the Maslahah.
4. The Knowledge variable's determination of the Superior Human Resources variable has a Cr of 6,773 at probability = *** CR value 6,773>2.00 and probability =***0.05, indicating a significant positive finding.
5. The Capabilities variable's impact on the Superior Human Resources variable is positively significant, with a standard estimate of 0,141 and a Cr of 2,748 at probability = 0,006. Cr value 2,748 >2.00, and Probability = 0,006<0.05.

Findings

Positive results are found when determining the effect of Knowledge on Competence, Fanatics on Competence, Skills on Competence, Competence on Superior Human Resources, and Capabilities on Superior Human Resources. This is calculated by multiplying the Square Multiple Correlation value for the Competence variable by 100%, or 0.896x 100% = 89.6%. When the HR R2 for the highest tier of employees is set to 1, the determination has a significance of 1.00 times 100% (100.00%). Capabilities, knowledge, skills, and competence therefore account for 100.0% of shifts in highly competent human resources.

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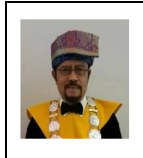
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