Determination of Competency and Complexity of Tasks on the Performance of Goods and Services Procurement Employees of the Riau Islands Province with Locus of Control as Moderating

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Abstract: The aim of this research is to analyze the direct influence between competence and task complexity on the performance of goods and services procurement employees and to analyze the indirect influence between compensation and task complexity on the work of goods and services procurement employees through locus of control. The sample for this research was 41 employees of the Goods and Services Procurement Bureau of Riau Islands Province. The data analysis method was carried out using descriptive statistics as well as SEM analysis and data processing using the smart PLS program. The results of this research found that competence has no effect on the performance of procurement of goods and services, but when moderated by locus of control, the effect of competence on performance becomes a significant positive effect. And task complexity, both directly and indirectly, namely through locus of control, on the performance of procurement of goods and services is significantly positive. meaning it is increasing, another meaning is that locus of control can mediate the influence of competence on employee performance or locus of control can strengthen the influence of competence on procurement performance. The test results also show that locus of control has a significant effect on the performance of employees of the Goods and Services Procurement Bureau of Riau Islands Province, meaning that if employees have more locus of control, employee performance will also increase and vice versa, assuming other variables are constant.

Keyword: Competence, Task Complexity, Locus of Control and Procurement Performance

INTRODUCTION

The development of bureaucracy in Indonesia recently has not improved, as desired by bureaucratic reform, this is characterized by still weak bureaucracy, complicated bureaucracy, lack

of transparency and accountability. Therefore, it is now time for total bureaucratic reform to be reformed, so that the public's need for services for the services provided by the government gets better from time to time. As mandated by the Ministry of Administrative and Bureaucratic Reform, the State Civil Apparatus in serving them must have morals, that is, they must be service oriented, accountable, competent, harmonious, loyal, adaptive and collaborative, in this way the bureaucracy is expected to recover quickly from adversity. Therefore, we need to prepare Human Resources (HR) who are competent and professional so that these problems can be overcome. The preparation of Human Resources (HR) in the field of managing the procurement of goods and services is no exception, in accordance with LKPP Circular Letter Number 8 of 2020 concerning Typology of Commitment Making Officials and Competency Standards for Government Procurement of Goods/Services for Commitment Making Officials, that officials managing the procurement of goods and services must have the competency as regulated in the regulation in question. However, until now the availability of Human Resources (HR) as referred to is not yet available in the Riau Islands Provincial Government, currently the competency typology of goods and services procurement managers, namely Commitment Making Officials is still in typology C, While typologies A and B are not yet available, this is a challenge for the Riau Islands Provincial Government to improve the competence of its Human Resources in order to meet the requirements mandated by these provisions.

Based on the description above, the problems in this research can be formulated as 1) what is the direct influence of competence and task complexity on the performance of procurement of goods and services in the Riau Islands Province 2) what is the indirect influence of competence and task complexity through locus of control on the performance of procurement of goods and services in the Riau Islands Province. The objectives of this research are 1) to determine and analyze the direct influence of compensation and task complexity on the performance of goods and services procurement employees. 2) to determine and analyze the indirect influence of compentence and task complexity through locus of control on the performance of goods and services procurement employees in Riau Islands Province.

METHOD

This research is classified as ex-post facto research and this research is causal associative in nature using a quantitative approach. The research was conducted at the Goods and Services Procurement Bureau of the Regional Secretariat of Riau Islands Province. The research will be carried out for 3 (three) months in June-August 2024. The population in this research is all employees of the Bureau of Procurement of Goods and Services of the Regional Secretariat of the Riau Islands Province, totaling 41 employees. The sample is part of the population, because the population is less than 100, the entire population is sampled, thus the sample for this study is 41 people, and sampling was carried out using the saturated sample method, or census method.
Theoretical analysis uses an empirical review of previous research, theoretical mapping and data analysis is carried out using PLS, a component or variant-based structural equation model (SEM). Structural Equation Model (SEM) is a field of statistical study that can test a series of relationships that are relatively difficult to measure simultaneously. Metric data is data that is numeric or contains numbers and can be carried out mathematical calculations in it, for example test scores, IQ level, body weight, etc. Metric data is also called numerical data or quantitative data.
1. Measurement Model (Outer Model)
    (1) Internal consistency (internal consistency)/composite reliability, (2) Convergent Validity (average variance extracted / AVE), and Discriminant Validity (discriminant validity).
2. Structural Model Analysis (Inner Model)

(1) Collinearity (colinearity / variance inflation factor / VIF), (2) Testing the significance of the structural model path coefficient (structural model path coefficient), (3) Coefficient Determination (R-Square).

RESULTS AND DISCUSSION

As for the results obtained from the questionnaire distributed to respondents, namely employees at the Bureau of Goods and Services Procurement of the Regional Secretariat of the Riau Islands Province, from each of these variables it can be explained that descriptive statistical analysis shows that the respondents' responses are related to the assessment of employee perceptions of their level of competence. employees obtained an average value from the total score of respondents' responses of 3.54 with the criteria of less agree to agree. The results of the respondents show that in general employees of the Goods and Services Procurement Bureau of the Regional Secretariat of the Riau Islands Province have the perception that the competence of both the Commitment Making Officer (PPK) and the Working Group (Pokja) for procurement of goods and services in the Riau Islands Province has competence but is not adequate or according to needs because there are still some employees who do not agree with this statement.

Table 1: Results of Research Instrument Validity Testing

Konstruk	Indicator	Outer - Loading	AVE	Conclusion
Competence/Ability	KOM 1	0,958	0,891	Valid
	KOM 2	0,902		Valid
	KOM 3	0,947		Valid
	KOM 4	0,920		Valid
Task Complexity	KT 1	0,956	0,906	Valid
	KT 2	0,967		Valid
	KT 3	0,948		Valid
	KT 4	0,964		Valid
	KT 5	0,924		Valid
Performance	K I	0,923	0,842	Valid
	K 2	0,939		Valid
	K 3	0,931		Valid
	K 4	0,959		Valid
	K 5	0,966		Valid
Locus Of Control	LOC 1	0,953	0,908	Valid
	LOC 2	0,973		Valid
	LOC 3	0,930		Valid
	LOC 4	0,963		Valid
	LOC 5	0,946		Valid

Source: Results of Questionnaire Data Processing

From Table 1 above it can be concluded that the results of validity testing for the indicators of each variable studied, namely the variables of competence, task complexity, locus of control and performance each have a valid statement, because all indicators of each variable have a value. loading factor is above 0.7. Next, validity testing was carried out using the convergent method. In Table 3 you can see the results of convergent validity testing which shows that the factor-loading value and AVE (Average Variance Extracted) value of each indicator is above 0.5 (AVE > 0.5). Reliability testing in this research was carried out using Cronbach's Alpha (CA) and Composite Reliability (CR) values. According to Hair, et.al (2019) and Kock (2018) an instrument is said to be reliable when the CA and CR values are > 0.7. The results of testing the reliability of the instrument for each variable obtained values as presented in Table 2.

Table 2: Reliability Test Results

Construct Reliability and Validity

	Cronbach's Alpha	rho_A	Composite Reliability	Average Variance Extracted (AVE)
PERF	0,969	0,970	0,976	0,891
KOM	0,974	0,974	0,980	0,906
TASK	0,953	0,956	0,964	0,842
LOC	0,975	0,976	0,980	0,908

Source: Results of Questionnaire Data Processing

From Table 2, it can be seen that the results of the instrument reliability assessment of the competency, task complexity, locus of control and employee performance variables have Cronbach's Alpha (CA) and Composite Reliability (CR) values greater than 0.5.

Fornell-Larcker Criterion

Tabel 3: Diskriminant Validity

	PERF	COM	TC	LOC
PERF	**0,944**			
COM	0,888	**0,952**		
TC	0,911	0,875	0,917	
LOC	0,940	0,903	0,915	**0,953**

Based on the data above, it can be explained that all the square values of the AVE values (numbers in bold) are greater than the highest correlation of a variable with other variables, so it can be concluded that all research variables have good discriminant validity.
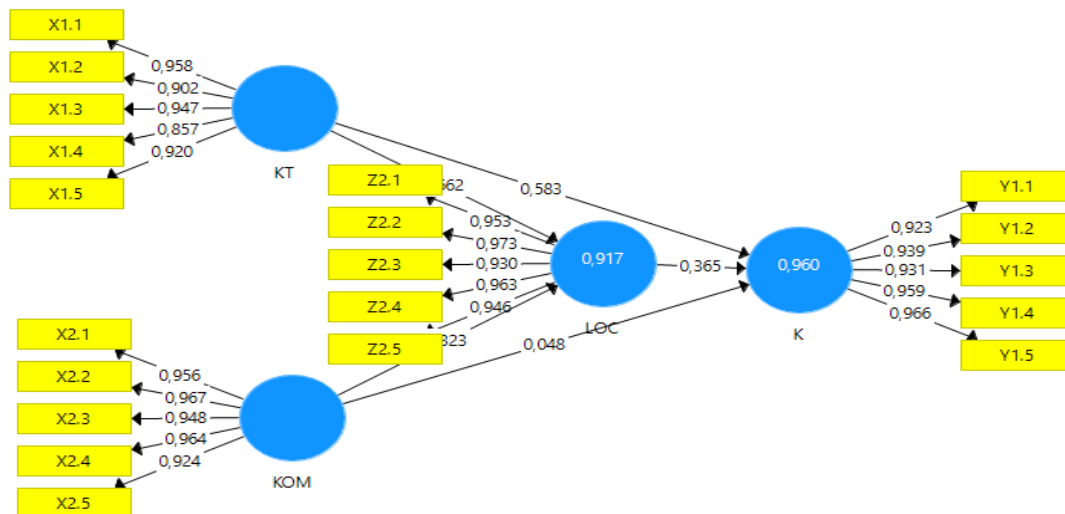

Figure 1: Coefficient of Determination (R-Square)

Table 4: Direct Effect

Mean, STDEV, T-Values, P-Values

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
COM -> PERF	0,048	0,078	0,128	0,376	**0,353**
COM -> LOC	0,323	0,312	0,155	2,091	**0,019**
TASK -> PERF	0,583	0,563	0,174	3,345	**0,000**
TASK-> LOC	0,662	0,673	0,145	4,578	**0,000**

LOC -> PERF	0,365	0,357	0,173	2,110	**0,018**

Source: Results of Questionnaire Data Processing

Direct Influence:

a. Competency on Performance

Based on the data displayed in table 4, it can be explained that competence has a positive but not significant effect on the performance of procurement of goods and services at the Bureau of Goods and Services Procurement of the Regional Secretariat of Riau Islands Province, where the coefficient value is 0.048 and the significance value is 0.353, with a probability value of P - Value 0.353 > 0.05, this means that the HO is **accepted**, meaning the influence of the competency variable on the performance variable is not significant.

b. Competence on Locus of Control

Based on the data displayed in table 4, it can be explained that competence has a positive and significant effect on locus of control with a coefficient of 0.323 and a significant value of 0.019, with a Probability P-Value value of 0.019 <0.05, this means that if there is an increase in competence then will also increase the locus of control, HO is **rejected**

c. Task Complexity on Performance

Based on the data displayed in table 4, it can be explained that task complexity has a positive and significant effect on procurement performance with a coefficient of 0.583 and a significance value of 0.000 with a Probability P-Value value of 0.000 < 0.05, this means that if there is an increase in task complexity then will also improve the performance of procurement of goods and services, HO is **rejected**

d. Task Complexity on Locus of Control

Based on the data displayed in table 4, it can be explained that task complexity has a positive and significant effect on locus of control with a coefficient of 0.662 and a significance value of 0.000 with a Probability P-Value value of 0.000 <0.05, this means that if there is an increase in task complexity it will also increase the locus of control, HO is **rejected**

e. Locus of Control on Performance

Based on the data displayed in table 4, it can be explained that locus of control has a positive and significant effect on procurement performance with a coefficient of 0.365 and a significance value of 0.018 with a Probability P-Value value of 0.018 <0.05, this means that if there is an increase in locus of control it will also improve procurement performance, HO is **rejected.**

Table 5: Indirect Effect

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values
COM -> PERF	0,118	0,100	0,066	1,785	**0,037**
COM -> LOC					
TASK -> PERF	0,242	0,250	0,155	1,557	**0,060**
TASK -> LOC					
LOC -> PERF					

Source: Results of Questionnaire Data Processing

Indirect Influence:

a. Competence on Performance Mediated by Locus of Control

Based on the data displayed in table 5, it can be explained that the influence of competence on the performance of procurement of goods and services through locus of control has a positive and significant effect on procurement performance with a coefficient of 0.118 and a significance

value of 0.037 with a Probability P-Value value of 0.037 < 0.05 , thus the actual influence that occurs is an indirect influence, or intervening variable, namely locus of control plays a role in mediating or mediating between the competency variable and the dependent variable, namely the performance of procurement of goods and services at the Goods and Services Procurement Bureau of the Regional Secretariat of the Riau Islands Province. Where the direct influence of competence on procurement performance is not significant but when mediated or mediated by locus of control it becomes significant.

b. Task Complexity on Performance Mediated by Locus of Control
Based on the data displayed in table 5, it can be explained that the influence of task complexity on the performance of procurement of goods and services through locus of control has a positive but not significant effect on procurement performance with a coefficient of 0.242 and a significance value of 0.060 with a Probability P-Value value of 0.060 > 0 .05, thus the actual influence that occurs is the direct influence, or intervening variable, namely the locus of control does not play a role in mediating or mediating between the task complexity variable and the dependent variable, namely the performance of goods and services procurement at the Provincial Regional Secretariat Goods and Services Procurement Bureau Riau islands. Where the direct influence of task complexity variables on procurement performance is significant, but when mediated or intermediated by the variable locus of control it becomes insignificant.

Table 6: Results of the Coefficient of Determination (R-Square)

R Square

	R Square	R Square Adjusted
PERF	0,960	0,956
LOC	0,917	0,913

Source: Results of Questionnaire Data Processing

From Figure 1 and Table 6, the R-square value used is the adjusted R-square from the path (for the influence model (X1 and , meaning that these three variables, namely competence, task complexity and locus of control, are able to explain the dependent variable, namely the performance of employees procuring goods and services by 95.6% and the remaining 4.4% is determined by other variables not examined in this research model.

Then the Adjusted R-square value for the path (for the influence model X1 and % and the remaining 8.7% is explained by other variables not examined in this research. Thus, based on the results of data processing, it can be said that the variables analyzed in this research, the structure of the model and the prediction accuracy of a model are above 75%, meaning that it is very strong, both R-square for dependent and intervening.

CONCLUSION

1. The results of the research found that the competency variable of the PPK and Working Group for Procurement of Goods and Services at the Bureau of Goods and Services Procurement of the Regional Secretariat of the Riau Islands Province on Procurement Performance had a positive but not significant effect, in other words, if there was an increase in the competency of the PPK or Working Group there would be an increase in performance, however the increase was not significant.

2. The results of the research found that the competency variable of the PPK and Working Group for Procurement of Goods and Services at the Bureau of Procurement of Goods and Services of the Regional Secretariat of Riau Islands Province on locus of control has a positive and

significant effect, meaning that if there is an increase in the competency of PPK and Pokja it will be followed by an increase in locus of control which is significant.

3. The results of the research found that the variable task complexity on performance has a positive and significant effect, meaning that if there is an improvement in the complexity of PPK and Pokja tasks, this will be followed by a significant increase in procurement performance.

4. The results of the research found that the variable task complexity on locus of control has a positive and significant effect, meaning that if there is an improvement in the complexity of PPK and Pokja tasks, this will be followed by a significant increase in locus of control

5. The research results show that the variable locus of control on procurement performance has a positive and significant effect, meaning that if there is an increase in the locus of control of the PPK and Pokja, it will be followed by a significant increase in procurement performance

6. The research results found that the competency variable on procurement performance was mediated by locus of control, where locus of control plays a role or can mediate between competency and procurement performance. Or the locus of control variable is the right variable to intervene or the locus of control or the influence that actually occurs is an indirect influence

7. The results of the research found that the task complexity variable on procurement performance was mediated by locus of control, that locus of control did not play a role or could not mediate between task complexity and increased procurement performance or the actual influence that occurred was a direct influence

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