

The Effect of Employee Competence on Distribution Efficiency in Logistics Management at PT.

Yusup Rachmat Hidayat¹, Muhammad Raka Aldriansyah², Elvin Suwarso³.

¹ STIAM I Institute of Social Sciences and Management; yusup.rachmat@gmail.com

² STIAM I Institute of Social Sciences and Management; rakaaldriansyah04@gmail.com

³ STIAM I Institute of Social Sciences and Management; elvinsuwarso51@gmail.com

ARTICLE INFO

Keywords:

*Employee Competence,
Distribution Efficiency, Logistics
Management*

Article history:

Received 2024-12-29

Revised 2025-02-24

Accepted 2025-02-25

Published 2025-03-01

ABSTRACT

This research was conducted on PT. Intek Indonesia Solution with the aim of determining the influence of employee competence on distribution efficiency in logistics management. This study is a quantitative research with an exploratory measurement method. The data collection technique was used by distributing questionnaires. The population in this study includes all 116 employees involved in logistics management at PT. Intek Indonesia Solutions includes operational staff, supervisors, and managers involved in the distribution process. An example of the criteria in this study is employees who have worked for the company for more than one year. Based on the results of the study, it can be concluded that employee competence has a positive and significant influence on distribution efficiency at PT. Intek Indonesia Solutions. From the Determination Coefficient (R Square) shows a value of 0.68 or 68%, meaning that this value shows that the employee competency variable has an influence on the distribution efficiency variable by 68% and the remaining 32% is influenced by other variables that are not studied in this study

Corresponding Author:

Muhammad Raka Aldriansyah

STIAM I Social Sciences and Management; rakaaldriansyah04@gmail.com

1. INTRODUCTION

Effective logistics management is a crucial aspect in supporting the success of the company's operations, especially in the process of distributing goods. Siahaya 2012 in defining that logistics management is part of Supply Chain Management that plans, implements, and controls the flow of goods effectively and efficiently, including transportation, storage, distribution and services as well as related information from the place of origin of goods to the place of consumption to meet customer needs (Almumtazah, 2021). According to (Kotler & Keller, 2016) Efficient distribution means managing distribution channels by ensuring that products reach consumers at the most cost-efficient possible, while maintaining customer satisfaction. Distribution efficiency in logistics management is not only influenced by the systems used, but also by the competencies of the employees involved in each stage of distribution. In the context of distribution according to (Spencer & Spencer, 1993) Good employee competencies, namely logistics skills, supply chain understanding and managerial skills, are very

influential in ensuring that the distribution process takes place optimally. Competent employees are able to reduce waste, increase delivery speed and ensure product quality is maintained, which in turn improves distribution efficiency. Solusi Intek Indonesia as a company engaged in the distribution of technology products faces a big challenge to optimize distribution efficiency in the midst of fierce market competition. Therefore, it is important to understand the role of employee competencies in supporting distribution efficiency in the company's logistics system.

The main problem in this study is the efficiency of distribution in PT. Intek Indonesia Solution, which is caused by the low level of competence of employees involved in logistics management. Although employee competence is expected to improve the logistics system, there is still a research gap that directly links employee competence with distribution efficiency in the context of logistics management. Previous research has focused more on employee competencies in other sectors, without paying attention to the details of its influence on distribution in logistics management.

Several previous studies have shown the importance of competence in improving the efficiency and productivity of companies. (Sulaiman, 2020) In his research, it was shown that employee competence is closely related to improving work quality and operational efficiency. Research by (Ramadan, 2019) It also emphasizes that the competence of human resources is one of the factors that affect the success of operations in distribution companies. However, this study has not provided an indepth explanation of how employee competence can directly affect distribution efficiency in logistics management, especially in PT. Intek Indonesia Solutions.

This study delves deeper into the influence of employee competence on distribution efficiency in logistics management, especially in PT. Intek Indonesia Solutions. And this research also serves as a link between the theory of employee competence and its application in improving the efficiency of goods distribution. This research is expected to provide a clearer picture of how improving employee competencies can contribute to the improvement of the distribution system in the company.

The purpose of this study is to analyze the influence of employee competence on distribution efficiency in logistics management at PT. Intek Indonesia Solutions. In addition, this study also aims to provide recommendations for the Company regarding the importance of employee competency development in improving distribution efficiency and overall logistics performance.

2. METHOD

The research methods used in this study are quantitative and exploratory methods. According to (Sugiyono, 2013) Quantitative research is defined as a research method based on the philosophy of positivism, used to research a specific population or sample, data collection using research instruments, quantitative/statistical data analysis with the aim of testing predetermined hypotheses. The researcher chose to use this method because the purpose of this study is to determine the magnitude and significance of the influence and significance between employee competency variables on distribution efficiency in logistics management at PT.

The population in this study includes all 116 employees involved in logistics management at PT. Intek Indonesia Solutions includes operational staff, supervisors, and managers involved in the distribution process. Sample on the other hand according to (Sugiyono, 2013) is a part or subset of the population that has similar characteristics to that population. An example of the criteria in this study is employees who have worked at the Company for more than one year.

The data withdrawal technique in this study uses a questionnaire on the questionnaire measurement scale with the measurement scale of the research instrument using the Likert scale. The data analysis techniques used are simple linear regression test analysis, t-test,

3. RESULT AND DISCUSSION

3.1 Respondents' Response to Employee Competency

This study used 116 respondents distributed to employees of PT. Intek Indonesia Solutions. Based on the results of the tests carried out, it is known that the position of the employee competency variable on the continuum line is included in the good category. So that overall, the competence of PT. Intek Indonesia Solutions is good with a score of 73%

3.2 Respondents' Responses to distribution efficiency

This study used 116 respondents distributed to employees of PT. Intek Indonesia Solutions. Based on the results of the tests carried out, it is known that the position of the distribution efficiency variable on the continuum line is included in the good category. So that overall, the distribution efficiency of PT. Intek Indonesia Solutions is good with a score of 73%

3.3 Simple Linear Regression Analysis

A simple linear regression analysis was used to determine the influence between the variables of employee competencies faced with distribution efficiency in logistics management at PT. The results of data processing can be formulated as follows:

Table 1. Simple Linear Regression Test Results
Coefficients^a

Type		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.217	1.152		2.792	.006
	Employee Competencies	.623	.040	.825	15.566	<.001 reviews

Dependent Variable: Efficiency

Based on table 1 above, the regression equation is obtained as follows:

$$Y = 3.217 + 0.623X$$

Constant a = 3.217. The results show a constant value, namely employee competence is 0 (Zero), then the efficiency of the distribution of PT. Intek Indonesia from 3,217 employee competency regression coefficients = 0.623. The results of the study show that the employee competency variable has a positive effect on the performance of employees of PT. In other words, if the employee competency variable increases by one unit, then the distribution efficiency will increase by 0.623.

3.4 Hypothesis Test (t-test)

Hypothesis testing is used to find out the significance and hypothesis that has been formulated. Hypothesis testing to determine employee competencies with distribution efficiency in logistics management. (Arikunto, 2010) Stating that a t-test is "a test used to determine whether there is a significant difference between two or more groups of samples." The use of the t-test is to test whether the X (Employee Competence) variable partially affects the Y (Distribution Efficiency) variable. Decision-making criteria used:

- If $t_{\text{is calculated}} < t_{\text{table}}$, and the significance value is greater than 0.05 then H_0 is accepted and H_a is rejected. This shows that there is no significant influence of the employee competency variable on the distribution efficiency variable.
- If $t_{\text{is calculated}} > t_{\text{table}}$, and the significance value is less than 0.05 then H_0 is rejected and H_a is accepted. This shows that there is a significant influence of the employee competency variable on the distribution efficiency variable.

Table 2. Test Results t
Coefficients^a

Unstandardized Coefficients		Standardized Coefficients	T	Sig.
B	Std. Error	Beta		
3.217	1.152		2.792	.006
.623	.040	.825	15.566	<.001 reviews

Dependent Variable: Efficiency

Based on Table 2 above, it can be seen that the tcount value of the employee competency variable is greater than the ttable, because the tcount value is 15,566 > 1,982 and the significance level is 0.01 < 0.05, H0 is rejected and Ha is accepted. This shows that there is a significant influence of the employee competency variable (X) on the distribution efficiency variable (Y) of PT. Intek Indonesia Solutions.

3.4 Simple Linear Regression Analysis

A simple linear regression analysis was used to determine the influence between the variables of employee competencies faced with distribution efficiency in logistics management at PT. The results of data processing can be formulated as follows:

Table 3. Determination Test Results
Model Summary

Type	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.825a	.680	.677	2.052

Predictors: (Constant), Employee Competence

Based on the output of the test table, the determination of employee competence has an influence on efficiency of 67.7% and the other 32.3% is influenced by other factors.

Table 3 shows that the magnitude of the influence of employee competence on distribution efficiency is indicated by the determination coefficient R Square = 0.680 with the following formula:

$$\begin{aligned}
 \text{KD} &= r^2 \times 100\% \\
 &= 0.680 \times 100\% \\
 &= 68\%
 \end{aligned}$$

The determination coefficient (R Square) shows a value of 0.680 or 68%, meaning that this value shows that the employee competency variable has an effect on the distribution efficiency variable by 68% and the remaining 32% is influenced by other variables that were not studied in this study.

4. CONCLUSION

Based on the results of research that has been conducted on employees of PT. Intek Indonesia Solution regarding the influence of employee competence on distribution efficiency in logistics management, can be summarized as follows:

- a) Employee competencies at PT. Solusi Intek Indonesia as a whole has a score percentage of 73% which is included in the good category.
- b) Distribution efficiency at PT. Solusi Intek Indonesia as a whole has a score percentage of 73% and is included in the good category.
- c) Employee competence has a significant effect on the efficiency of distribution at PT. Intek Indonesia Solutions. The magnitude of the influence was 68%, which means that the employee competency variable had an influence on the distribution efficiency variable by 68% and the remaining 32% was influenced by other variables that were not studied in this study.

REFERENCES

- Almumtazah, N., Azizah, N., Putri, Y. L., & Novitasari, D. C. (2021). Predict the number of new students using a simple linear regression method. *Scientific Journal of Mathematics and Applications*, 18(1), 31-40.
- Arikunto, S. (2010). Practice of Approach to Research Procedures. *Rineka Cipta*.
- Flabbi, Luca, and Roberta Gatti. "It's all about human resources." *World Bank Policy Research Working Paper* 8309 (2018)
- Holilah, M., Nur, M., Hardianti, R. A., & Aulia, Q. (2024). The Innovation of Social Studies Journal Implementation of Digital Teaching Material Containing Local Wisdom Values for Strengthening Pancasila Student Profile Project (P5) of Curriculum Merdeka in Social Studies Learning. *The Innovation of Social Studies Journal*, 5(2), 121-131.
- Janna, NM, & Herianto, H. (2021). The concept of validity and reliability test uses SPSS.
- Kotler & Keller. (2016). *Marketing Management (15th edition)*. Pearson Education.
- Lee, J.W., & Lee, H. (2016). Human resources in the long term. *Journal of development economics*, 122, 147-169.
- Lussy, K. (2018). The effect of employee placement and competence on employee performance in the Sea Transportation Section of the Panca Karya Ambon Regional Company. *Journal of Maneksi (Management Economics and Accounting)*, 7(1), 26-38.
- Mardiatmoko, G. (2020). The importance of classical assumption tests in multiple linear regression analysis (case study of the preparation of allometric equations of young canaries [canarium indicum l.]). *BAREKENG: Journal of Mathematics and Applied Sciences*, 14(3), 333-342.
- Maulidi, M. Y., & Cahyadi, A. (2024). Wordwall application in growing the interest of religious learning students of SMK Muhammadiyah 4 Banjarmasin. *The Innovation of Social Studies Journal*, 5(2), 132. <https://doi.org/10.20527/issj.v5i2.11578>
- Noraidarayanti, N., Subiyakto, B., Nur'aini, F., Triyono, S., & Syarifuddin, S. (2024). The Development of House Contruction in Villa Wira Karya Complex. *The Innovation of Social Studies Journal*, 6(1), 50. <https://doi.org/10.20527/issj.v6i1.12445>
- Nursahid, N., Syaharuddin, S., Rusmaniah, R., Abbas, E. W., & Triyono, S. (2024). Social Values in the Activities of the Regional Disaster Management Agency (RDMA) in Banjar Regency. *The Innovation of Social Studies Journal*, 6(1), 66. <https://doi.org/10.20527/issj.v6i1.12129>
- Pratiwi, G., & Lubis, T. (2021). The Effect of Product Quality and Price on Ud Adli's Customer Satisfaction in Sukajadi Village, Perbaungan District. *Student Business Journal*, 1(2), 121-134.
- Primadi, A., Tohir, M., & Zafira, A. (2023). Employee performance in logistics companies. *Journal of Humanities, Sharia Economics and Muamalah*, 1(4), 209-214.
- Ramadhan, M. (2019). Employee Competencies and Achievement of Organizational Goals.

Economics and Business, 98–104.

Rustamana, A., Wahyuningsih, P., Azka, M. F., & Wahyu, P. (2024). Quantitative Method Research. *Sindoro: Cendikia Pendidikan* , 5(6), 81-90.

Sabuhari, R., Sudiro, A., Irawanto, D., & Rahayu, M. (2020). The influence of human resource flexibility, employee competence, organizational culture adaptation and job satisfaction on employee performance. *Letter of Management Science*, 10(8), 1775-1786.

Sari, TDV, Agustin, CS, & Anshori, MI (2024). Individual Competency Analysis on Employee Performance at PT. Semen Indonesia Logistics (SILOG). *CEMERLANG: Journal of Management and Business Economics*, 4(2), 296-309.

Sari, R. A., Abbas, E. W., Rusmaniah, R., Syaharuddin, S., & Handy, M. R. N. (2024). Economic Activities of Kelakai (*Stenochlaena Palustris*) Chips to Support the Family Economy in Anjir Pasar Village. *The Innovation of Social Studies Journal*, 5(2), 155. <https://doi.org/10.20527/issj.v5i2.11860>

Sastra, B.A., Zulfadil, Z., & Fitri, K. (2017). *The effect of employee competence and workload on the performance of employees of bank danamon tuanku tambusai Pekanbaru branch* (Doctoral Dissertation, University of Riau).

Spencer & Spencer. (1993). *Competence in the Workplace: A Model for Superior Performance*. Wiley.

Sugiyono. (2013). *Quantitative, Qualitative and R&D Research Methodology*.

Sulaiman, A. (2020). The influence of employee competence on the company's operational efficiency. *Human Resource Management*, 112–128.

Sulik03. (2023). *Definition of Logistics Management*. <https://konsultasiskripsi.com/2023/09/24/pengertian-manajemen-logistik/>

Syam, S. (2020). The Effect of Work Effectiveness and Efficiency on Employee Performance at the East Banggae District Office. *Journal of Profitability Management Science*, 4(2), 128- 152.