The Role of Skills, Education and Work Quality in Increasing Community Competence in SMEs in Pari City Village, Serdang Bedagai Regency

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Abstract— **This research took place in the village of Pari City, Serdang Bedagai Regency, the type of this research was quantitative and associative, from the total sample in this research there were 35 respondents, of which the respondents were residents or SME groups in the village of Pari City. Pari village is still classified as the most superior village on the one hand. Pari town village focuses on government policy only on development in both agriculture and animal husbandry. However, other sources in the city of Pari are still MSMEs which are able to improve a village but the government is still focusing on agriculture and animal husbandry. The development policy carried out by the Pari City Village Government focuses on the agricultural and livestock sectors because these sectors are still the main sectors in the village economy. community competence, in Pari village itself, the community, especially parents, only criticize elementary school education and being fishermen, there are many roles of education that will also advance the village or compete in education. high school and not continuing to college, the lack of education will affect the lack of results of their work, and what's more, with their understanding of quality work in the Pari village, it is not possible to find out which performance is quality or not.**

Keywords—Skills, Education, Performance Quality and Competence

Introduction (*Heading 1*)

Pari town village is classified as very active in improving the economy and on the other hand Pari village is a very active MSME development, there are lots of processed products that are sold as the main income in Pari village. The level of progress of an area can be developed with innovations. As well as good work results, especially in the skills that exist in the Pari village as well as the firmness of our leaders in advancing the village so that we UKM build synergistically towards improving performance.

Education is very important in improving community competence, in Pari village itself, the community, especially parents, only criticize elementary school education and being fishermen, there are many roles of education that will also advance the village or compete in education, the nature of the hereditary and downward trend that exists in the village of Pari city There are very few young men and women who graduate from high school and do not continue on to college, the minimal number of them who graduate only refers to the work they will be doing as fishermen too, this is what the local government must pay attention to, how the young men and women will work, not continue work on parents but how he will become a figure in society in criticizing the education they have.

Work quality is a result that can be measured by the effectiveness and efficiency of work carried out by human resources or other resources in achieving company goals or targets well (Jaya et.al, 2020:238). Quality of work or what is known as Quality of Worklife (QWL) is explained by Siagian in Setiawati & Wahyudi (2019:85) as a systematic effort in organizational life in a way where employees are given the opportunity to play a role in determining the way they work and the contributions they make. provide to the organization in order to achieve its goals and various targets.

In this understanding, the quality of their work is only minimal because the lack of education in the village of Pari City results in their performance being minimal, such as the lack of education will affect the lack of results of their work, and what is more, with their understanding of quality work in Pari Village, they cannot find quality performance or No, because their work only covers the results of their needs, this is how the SMEs in the village of Pari City are able to develop if seen from the performance or products produced without providing good quality work results. This is homework for the local government on how to have UKMs that are able to compete with other UKMs.

Competence

Competency is a collection of skills, knowledge and attitudes needed to achieve certain goals. In the world of work, employees who have good knowledge, skills and attitudes will help increase the company's effectiveness and efficiency in achieving its business goals. Therefore, increasing employee competency is important for

companies to improve performance and achieve long-term success. Increasing employee competency can be done individually or as a team. Individually, employees can develop their skills, knowledge and attitudes through training, experience and education. Meanwhile as a team, employees can work together to develop the skills needed to achieve common goals.

The Role of Competence in SMEs

Competencies or abilities possessed by individuals are very important in developing SMEs. The following is the role of competency in SMEs.

1) Improving the quality of products or services produced by SMEs. By having adequate competence, SME employees can produce quality products or services and meet customer needs.

2) Increase efficiency and productivity. Employees who have adequate competence can work more efficiently and productively, thereby improving the overall performance of SMEs.

3) Increasing the competitiveness of SMEs. In increasingly tight business competition, SMEs need to have employees who have sufficient competence to be able to compete with other companies.

4) Increase employee satisfaction. Employees who have adequate competence will feel more confident and satisfied with their work, thereby increasing loyalty and work motivation.

5) Increasing the ability of SMEs to develop business. By having employees who have adequate competence, SMEs can more easily develop their business and expand their market.

Universiti Kebangsaan Malaysia has a Professional & Leadership Development Center which provides various programs and services to improve employee competency, such as the Generic Competency Dictionary, Leadership Competency Dictionary, and the Talent and Competency Development Program.

Skills

A person's expertise is reflected in how well a person performs specific activities, such as operating equipment, communicating, etc. So skills are the ability to carry out a certain task both physically and mentally (Budi W. Soetjipto, 2002). Apart from that, according to (Fauzi, 2010: 7) skills can indicate the specific action performed or the nature in which the skill is implemented. Many activities are considered a skill, consisting of several skills and the degree of mastery achieved by a person describes the level of skill. This occurs because of the generally accepted habit of stating that one or several extended patterns of movement or behavior can be called a skill, for example writing, playing the guitar or piano, setting up a machine,

walking, running, jumping and so on. If this is used then the word "skill" in question is a noun

The way people view the world is influenced by a person's skilled abilities, if success occurs it is definitely thanks to the existence of skilled humans behind all success. According to Singer, quoted by Amung (2010: 61), skill is a consistent degree of success in achieving a goal effectively. (Sudarmanto, 2009; 60) skills are the ability to carry out a certain task both physically and mentally. So, skills refer more to a person's ability to carry out an activity. Meanwhile, behavior is a combination of personality and attitudes shown when someone interacts with their environment. Skills can be used to control behavior.

Education.

Education has a very important meaning for the progress of a nation. National education functions to develop the abilities and character as well as a dignified national civilization in order to make the nation's life more intelligent. The function of education itself is closely related to the quality of education, because the quality of education influences the function and goals of national education. Recently, the quality of Indonesian education has been questioned. Various educational issues are a hot topic of conversation among Indonesian people. In fact, the quality of education is essentially determined, among other things, by educational managers and actors. One of the actors in education is educators or teachers.

In essence, in understanding the meaning of education, you first need to know two terms in the world of education, namely pedagogy which means "Education" and pedagogy which means "Science of education". This term comes from the Greek pedagigia (paedos and agoge) which means "I guide, lead children". Based on the origin of the word, education means someone whose job is to guide children in their growth towards independence and responsibility.

Education is a human activity or effort to develop innate potential, both physical and spiritual, as well as intelligence to obtain results and achievements. In other words, education can be interpreted as a result of a nation's civilization which is developed on the basis of the nation's own view of life (society's values and norms) which functions as its educational philosophy or as the ideals and statement of its educational goals, therefore whatever the civilization of a society, it takes place and An educational process occurs as a human effort to preserve his life. Education for human life is an absolute need that must be fulfilled throughout life. Without education, it is absolutely impossible for a group of people to live and develop in line with their inspiration (ideals) to progress, be prosperous and happy according to their concept of outlook on life.

The Role of Education in SMEs

Educational parameters in an SME can include several things, including:

1) Collaboration between universities and SMEs in the development of small and medium industries, including helping small and medium entrepreneurs in managing and developing their businesses.

2) Increasing the competency of teaching staff at the elementary school level who are able to plan, implement, evaluate and develop learning based on knowledge, character and skillsResearc Methods

   3) The use of information and communication technology (ICT) as educational tools and facilities, educational management support, decision support systems, skills and competencies, sources of teaching materials, and restructuring or changes to a task or process.

   4) The role of the teacher as a learning resource for students, which is closely related to mastery of subject matter

These parameters can help SMEs improve the quality and competence of human resources, as well as utilize information and communication technology as educational tools and facilities. Collaboration between universities and SMEs can also help SMEs overcome the problems they face, such as marketing, finance, product and technology development, and management development. The role of teachers as a learning resource for students can also help SMEs improve the quality and competence of human resources

Quality of Work

The concept of quality is seen as something relative, which does not always mean good, good, and so on. Quality can mean the characteristics of a product or service that show consumers the advantages of the good or service. Work quality is a result that can be measured by the effectiveness and efficiency of work carried out by human resources or other resources in achieving company goals or targets well (Jaya et.al, 2020:238).

According to Ristanti (2016:54), work quality is the level of satisfaction, motivation, involvement and experience of individual commitment regarding their life at work. Hasibuan (in Irhammah, 2019: 1140) states, "Assessment is a management activity to evaluate employee behavior and work results and determine further policies." Two things are evaluated in assessing employee performance based on the definition above, namely employee behavior and work quality. What is meant by behavioral assessment is loyalty, honesty, leadership, cooperation, loyalty, dedication and employee participation. Meanwhile, work quality is a physical standard that is measured because of the results

of the work carried out or carried out by employees regarding their duties

RESEARCH METHODS

This research was conducted in the village of Pari City, Serdang Bedagai Regency, when the research was carried out from November 2023 to December 2023 after the announcement of an internal grant at Pancabudi Development University..

Method of collecting data

Data collection is carried out to obtain the information needed in order to achieve the research objectives, the researcher will later distribute questionnaires to residents in the village of Kota Pari, Pantai Kunci sub-district, Serdang Bedagai district.

The classical assumption test is a testing requirement that must be met first in linear regression analysis. The capital in this research must be free from classical assumptions, namely normality, multicollinearity, heteroscedasticity and autocorrelation.

Multiple Linear Regression Analysis

The analysis model used in this research is the multiple linear regression model. According to Sugiyono (2014: 277), multiple linear regression analysis predicts the condition (rise and fall) of the dependent variable (criterium), if two or more independent variables as predictor variables are manipulated (increased). lower the value). The multiple linear regression analysis model is useful for finding out the regression coefficients and their significance so that they can be used to answer hypotheses..

According to Sugiyono (2014:277) the multiple linear regression equation determined is as follows:

$$Y = \alpha + \beta1X1 + \beta2X2 + \beta3X3 + e$$

Information:

I. Y = Increasing Competency (Dependent Variable)

II. X1 = Skill X1

III. X2 = Education X2

IV. X3 = Quality of Work

e = Error term (estimator error) Equation ICOEFFICIENT OF DETERMINATION

Hypothesis Testing
According to Sugiyono (2011), the F test is used to test the significance of all independent variable components together or as a whole on the independent variable.
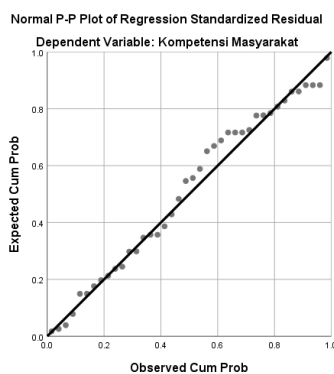If: $p > 0.05$ = Ha is rejected or H0 is accepted
 $P < 0.05$ = Ha accepted or H0 rejected F Test (Simultaneous)

The Normality Test is a test carried out with the aim of assessing the distribution of data in a group of data or variables, whether the data distribution is normally distributed or not.

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Predicted Value
N		40
Normal Parameters[a,b]	Mean	42.6750000
	Std. Deviation	2.42597212
Most Extreme Differences	Absolute	.146
	Positive	.103
	Negative	-.146
Test Statistic		.146
Asymp. Sig. (2-tailed)		.131[c]
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

That the value of Asymp.Sig (2-tailed) 0.131 > 0.05 and the value of significance is normally distributed. This means that from the data test results, the value of Asymp,sig (2-tailed) is 0.131 > 0.05, meaning that the data is suitable to be continued and the value of the kolmogorove exceeds the limits of the applicable provisions.

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Kompetensi Masyarakat

PP-Plot Normality Test on the histogram graph leads to a balanced convexity in the middle and the PP-Plot points are between the diagram lines so the data is declared normal. From the image presented, it can be seen that the distribution of the points is not too wide and is close to the diagonal line so that the graph on the PP-Plot is feasible and can be continued.

Scatterplot
Dependent Variable: Kompetensi Masyarakat
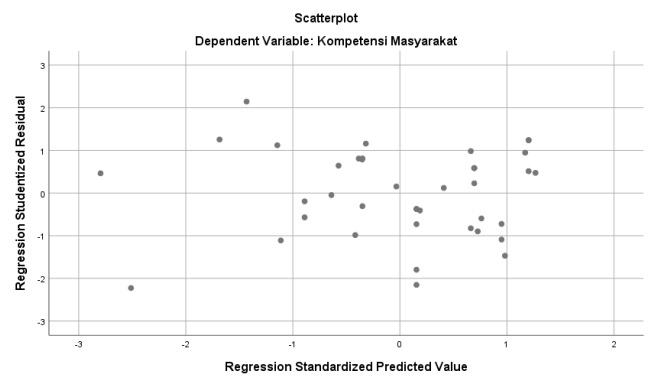
Scatterplot shows that the distribution of data does not form certain patterns and is not too spread out, so the data is declared free from heteroscedasticity problems.

Multiple linear regression is a regression model that involves more than one independent variable. Multiple linear regression analysis was carried out to determine the direction and how much influence the independent variable has on the dependent variable (Ghozali, 2018).

$$Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \text{€}$$

Information :
Y = Community Competency (Dependent Variable)
α = Constant
β = Multiple Regression Coefficient (Multiple Regression)
X1 = Skills (Independent Variable)
X2 = Education (Independent Variable)
X3 = Work Quality (Independent Variable)
€ = Error term

Coefficients[a]				
		Unstandardized Coefficients		Standardized Coefficients
Model		B	Std. Error	Beta
1	(Constant)	1.364	6.666	
	Keterampilan	.619	.830	.308
	Pendidikan	.078	.560	.034
	Kualitas Kerja	.613	.594	.338
a. Dependent Variable: Kompetensi Masyarakat				

According to Ghozali (2016), the coefficient of determination test aims to measure the extent of the model's ability to explain dependent variations. The coefficient of determination value is between zero and one. A small R2 value indicates that the ability of the independent variable to explain the dependent variable is very limited

Model Summary[b]				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.661[a]	.437	.390	2.864
a. Predictors: (Constant), Kualitas Kerja, Pendidikan, Keterampilan				
b. Dependent Variable: Kompetensi Masyarakat				

The Adjusted R square value of 0.390 can be called the coefficient of determination, this means that 0.390 (39.0%) of community competence can be obtained and

explained by skills, education and quality of work while the remaining 61.0% is explained by variables outside the model that were not studied. This means that seen from the results of employee work, there are many things that must be developed in improving skills and education so that it will result in community competence.

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