

Analysis Of village Apparatus performs in Lumajang

by Moh Hudi Setyo Bakti

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Moh. Hudi Setyobakti
STIE Widya Gama Lumajang
Gatot Subroto Street number 4
Lumajang, East Java
+62334 - 881924
hudisetiyobakti@gmail.com

Wahyuning Murniati
STIE Widya Gama Lumajang
Gatot Subroto Street number 4
Lumajang, East Java
+62334 - 881924
wahyuning123@gmail.com

ABSTRACT

The village is one of the jurisdictions of the legal community which has the boundaries of the territory authorized to regulate and administer government affairs. In this case the role of village government is very important because it concerns the service to the community. The maximum productivity of the village apparatus is one of the things that makes the government's goal achievable. Therefore, this research is made with the aim to analyze the factors that influence the productivity of village apparatus in village government. The population in this research is village apparatus in Lumajang Regency with 64 respondents who used as sample. Data analysis technique using multiple linear regression analysis with the variable of commitment and work discipline as independent variable. The results of this study indicate that both the two variables significantly influence the performance of village apparatus. Coefficient of determination obtained equal to 73.4% which means that both independent variable can explain variable productivity well. Furthermore, this research is expected to contribute in the development of management science studies, especially human resource management so that it can become the next research subject.

Keywords : Productivity, Commitment, Discipline

1. INTRODUCTION

Village is part of the country. This is the reason why village provides benefits to be able to perform its role in national development. The important role of the village is the policy made by the village in the preparation of the household. Role-function used in development process, implementation and activities of the village.

The village as a unit of law community that has different areas to organize and socialize, local people based on community initiatives, the right of origin. In running the affairs, the role of village government is very important. The village government in this case is headed by the village head and village apparatus. Village government can provide good services for the community. Maximum performance of existing devices in the country is accessible, Allows goals to achieve goals.

Performance quality is a measure in determining the achievement of organizational solutions. The success of an organization in improving performance is highly dependent on human resources. Responsibility for possible factors for the villagers, especially in Lumajang District, It is of interest to researchers to examine what factors influence the village's performance in Lumajang District, which allows for better service delivery to the community. The factors that become variables that will be studied is about commitment and discipline of work of village apparatus. Based on the above description, the researchers will conduct a study entitled "Analysis of Village Apparatus Performance in Lumajang."

2. LITERATURE REVIEW

2.1 Commitment

There is some meaning of commitment according to the expert. Commitment is the ability and willingness to align personal behavior with the needs, priorities and goals of the organization. This includes how to develop goals or meet the needs of organizations that essentially prioritize the mission of the organization rather than personal interests (Soekidjan, 2009).

Meyer and Allen (1991, in Soekidjan, 2009) certify that commitment can also mean a strong acceptance of the individual toward the goals and values of the organization, and the individual strives and works and has a strong desire to remain in the organization.

Van Dyne and Graham (2005, in Muchlas, 2008), certify that factors affecting organizational commitment are: personal, situational and position. Personal has certain personality traits that are meticulous, extrovert, positive (optimistic), tend to be more committed.

Further, Dyne and Graham (2005, in Muchlas, 2008) describe the characteristics of existing personalities: age, employment, education, gender, marital status, and work involvement. Situational that has characteristics with the existence of: value (value) workplace, organizational justice, job characteristics, and organizational support. While positional influenced by the work period and the level of work.

According to Quest (1995, in Soekidjan, 2009) commitment is a central value in realizing organizational solidity. The research results Quest (1995, in Soekidjan, 2009) about organizational commitment to get results:

1. The high commitment of organizational members is positively correlated with high motivation and improved performance;
2. High commitment is positively correlated with independence and "Self Control";
3. High commitment is positively correlated with loyalty to the organization;
4. High commitment correlates with non-participation of members with collective activities that reduce the quality and quantity of their contribution.

2.2 Discipline

"Work discipline is a tool used by managers to communicate with employees so that they are willing to change a behavior and as an effort to raise awareness and willingness to comply with all corporate rules and prevailing social norms."

"Discipline is the most important operative function of human resource management because the better the discipline of the employee, the higher the achievement that can be achieved" (Malayu S, P. Hasibuan 2008: 193).

Based on this understanding, the work discipline is an individual behavior in an organization that refers to the standards set by the organization that must be obeyed and implemented by every individual in the organization.

2.3 Performance

"Performance management is derived from the word performance which means the result of work or work performance. But it should also be understood that the performance is not just hail work or job performance but also includes how the work process that took place "(Wibowo, 2007: 7).

There are several views of experts on the notion of performance, including: "Performance is the result of work that has a strong relationship with the strategic goals of the organization, consumer satisfaction, and contribute to the economy" (Armstrong and Baron, 1998 in Wibowo, 2007: 7).

"Performance management as a continuous process of communication in partnership between employees with their immediate supervisor" (Bacal, 1999: 4).

Based on the above understanding, performance is a means to obtain better results from organizations, teams, and individuals by understanding and managing performance within an agreed framework of objectives, standards, and attribute requirements.

3. RESEARCH METHOD

This research includes the type of quantitative research with survey approach (survey research) that is research that does not make changes or no special

treatment to the variables studied (non experimental). The purpose of this study is explanatory (explanatory research) where explanatory research is a type of research that explains the causal relationship between one variable with other variables through hypothesis testing. This research was conducted on the village government in Lumajang Regency in 198 villages. Sampling is done by purposive sampling method with the following criteria;

1. The village government is in Lumajang district
2. Representation of 4 (four) regions that reflect the characteristics of different villages of the North, South, West and East.
3. Each representative of the region will be sampled 3 (three) Villages.
4. Each village was taken by respondents as many as 10 (ten) respondents.

3.1 Data Analysis Technique

In the early stages of testing the research instrument because the form of questionnaires, namely testing the validity and reliability. Furthermore, multiple linear regression analysis with classical assumption test included normality data, multicollinearity and heteroscedasticity testing. The next stage is done partial and simulant hypothesis testing for each variable used in this research.

4. FINDINGS

Testing the research instrument gives the result that the valid and reliable questionnaires collect the opinions of respondents in the research whereas for the classical assumption test results obtained that the data is normally distributed, free multikolineritas and free of heteroskedatisitas. As for the model of regression equation that can be written from the results in the form of regression equation Unstandardized coefficients are as follows:

$$Y = 5,994 + 0,517X_1 + 0,346X_2$$

Where;

Y : Performance variables

X₁ : Commitment

X₂ : Discipline

The first hypothesis states that the commitment of the village apparatus has a significant effect on the performance of village apparatus in Lumajang Regency. The results showed that the commitment does have a significant effect on the performance of village apparatus in Lumajang Regency. This is seen in the results of partial or individual hypothesis testing where the value of Sig. of 0.000 < α (5%). Based on the description of the items stated in the questionnaire consisting of the statement (1) I work hard in doing my job, (2) I take the time to work in this institution, (3) I feel satisfied

if I can finish my work according to (4) I always work in accordance with the existing rules of the institution, (5) I work full responsibility so that the job is done optimally, (6) I always keep the politeness during my stay at this institution (7) I do not feel burdened with all the work I do in this institution, (8) I have a high level of concern for the village government's goals, (9) I always try to improve work efficiency and productivity, and (10) I always try to improve myself I am related to work, it is known that the majority of respondents expressed their approval on each statement. The results of this study are inversely proportional to previous research conducted by Stela Timbulang (2015), which partially work ethics does not affect the performance of employees at PT Hasjrat Abadi in Manado Branch. It can be concluded that the village apparatus in Lumajang Regency has a good commitment in every work done. Every individual strives to work maximally and improves the quality of work done by ignoring everything that can hamper their work completion. They agreed to want the same goal that is how they can provide benefits to serve the community in rural areas. However, based on the results of this study is still advised to pay attention to the welfare and comfort of the officers in carrying out their duties as managers of activities, because after all they are human beings who eventually also hit the basic needs that must be met and requires a great motivation to be able to stay on duty. If their basic needs are not met then it is feared there will be irregularities in the work or the management of funds considering the funds managed in this national program is not a small amount of funds. So their welfare remains to be considered.

The second hypothesis states that the discipline of village apparatus has a significant effect on the performance of village apparatus in Lumajang Regency. The results showed that the discipline of work did have a significant effect on the performance of village apparatus in Lumajang Regency. This is seen in the results of partial or individual hypothesis testing where the value of Sig. of $0.000 < \alpha$ (5%). Based on the description of the item stated in the questionnaire for this variable consisting of the following statement: (2) I come and go home on time in accordance with the applicable regulations, (3) I wear uniform during work hours in accordance with the applicable regulations, (4) I can complete the work (5) I divide my work time optimally in my job so that it can be completed maximally, (6) I always follow every training organized by the government to improve the quality of work, (7) I always try to get work according to the rules (9) I give prior notice (permission) if absence of work, and (10) I never leave the workplace during work hours lasted, it is known that the level of approval of the respondents is quite high which is known from the majority answered agree to each item statement in the questionnaire related work discipline. The results of this study are directly proportional to all previous studies used, where the discipline of work gives a positive influence on employee performance. The conclusion that can be drawn is that the village apparatus in Lumajang Regency has a high work

discipline. Every individual is trying to comply with all applicable rules with all the consequences. With a high level of discipline, the work will be maximized and can be completed on time in accordance with the deadline given by the leadership of the village administration. But of course there are other things that affect the level of discipline of the village, such as facilities in the completion of work, the attention of leaders and others. This should be considered in order to achieve the appropriate level of discipline so that it will improve the quality of work of each employee

The last hypothesis states that the commitment and discipline of village apparatus work simultaneously on the performance of village apparatus. This section provides the discussion of both simultaneously or together in influencing the dependent variable, ie the performance of village apparatus in Lumajang District. The results of this study indicate that these two variables simultaneously affect the performance of village apparatus, which means that this third hypothesis is accepted or proven true. This is shown in the Sig value. in the F test where the value is $0.000 < \alpha$ (5%). And then for coefficient of determination (R Square) in this study that obtained is 0.734. This means that 73.4% of the performance of the unit manager of activities can be explained by the ethos and work discipline variables, while the remaining 26.6% of the performance is influenced by other variables not examined in this study

5. CONCLUSION

Based on the results of research and discussion that has been described above, it can be taken some conclusions as follows:

- a. The commitment influences partially on the performance of village apparatus in Lumajang District
- b. Discipline has a partial effect on the performance of village apparatus in Lumajang District
- c. Commitment and discipline have a significant influence simultaneously on the performance of village apparatus in Lumajang District

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