Performance Optimization Of Human Resources In The Department Of Population And Civil Registry District Lumajang

Linda Ayu Utami Ningdita¹, Sukma Irdiana², Anisatul Fauziah³
STIE Widya Gama Lumajang
lindaayuutami4@gmail.com

Abstract

The purpose of this study was to Determine the effect of motivation, work discipline, and organizational culture on the performance of employees in Department of Population and Civil Registration Lumajang, either partially or simultaneously. Types of research roomates digunwill is deskripsiif with causal associative approach. This research was conducted with respondents as many as 52 employees. The sampling technique used is the technique of saturated samples. Hypothesis testing is done with less Multiple linear regression test by SPSS 21 for windows. The results showed a partial motivation and discipline no significant effect on the performance of employees in Department of Population and Civil Registration Lumajang, While the organizational culture significantly variables influence employee performance in Department of Population and Civil Registration Lumajang, And simultaneously motivation, work discipline, and organizational culture have a significant effect on performance employees in Department of Population and Civil Registration Lumajang with a coefficient of determination (R Square) Obtained a value of 0858 indicating that 85.8% of performance can be explained by motivation, work discipline, and organizational culture, while the remaining 14.2% performance is influenced by other variables not examined in this study.

Keywords: Motivation, Discipline Work, Organizational Culture, Performance.

INTRODUCTION

See performance data of civil servants (PNS) of about 30% or 1.35 million civil servants classified as underperforming. As civil servants, civil servants should be able to improve performance in the middle of Indonesia's economy is concerned, instead of their own work arbitrarily without regard to standard operation procedures (SOPs) so that its performance is below the expected target. Moreover, the salaries and allowances of civil servants currently weigh heavily on the national budget, while the level of productivity away from the expectations of the public. Performance may be affected of motivation, work discipline, organizational culture and a few other variables Based on earlier research by Astutik (2016), rahmawati and Howling (2017), and Septiasari (2017) states that good performance is the important capital that must be held by the State apparatus, because it involves the provision of public services. But ironically, a good performance by the officials / civil servants in general is still low is due to the number of violations that are still performed by the Civil Servants (PNS), which is a factor for motivation, Work discipline and culture of society together, which creates the problem that is important to look for solutions to improve sustainable performance. Based on the research Gap researchers interested in studying the performance of the independent variables motivation, work discipline, organizational culture is in karnakan phenomenon in the Department of Population and Civil Registration Lumajang.
Motivation is a collection of assessed attitudes can affect personal someone to obtain characteristics to suit the individual's personal goal (Rival and Sagala, 2011: 837). The level of each employee motivation is different, sometimes there are employees who wish to gain an appreciation of the institution where he worked or raised satisfaction of achievement when the job can do the job on time. Motivation can be measured through five dimensions, namely: Physiological needs, safety needs, the need to be liked, the need for self-esteem and self-development needs. The greater the motivation given by the company to the employees will improve the performance of the employee. Based on earlier research by Rukhayati (2018), Irdiana, et al (2018), Fitriasari, et al (2014), Sajangbati, (2013), and Hudiwinarsih, et al (2012) menyatakan the greater the motivation given the organization to its employees then the maximum performance anyway they do for the organization.

Labor discipline is a method or way in which the leadership to build relationships with employees so that they are willing to change their behavior and as a means to add awareness and willingness of employees to comply with all company policies (Sutrisno, 2009: 97). There are also things that affect the level of employee discipline, include: the existence of the compensation from the institution, the role of leader, and how the affirmation of the institution's rules and policies. Good working discipline will produce a good performance of employees, on the contrary, if the work is less good discipline will result in poor employee performance anyway. Based on earlier research by Rukhayati (2018), Irdiana, et al (2017), Astutik (2016), Fitriasari, et al (2014), and Sajangbati (2013) states that the discipline of work tend to employee productivity. Awareness and responsibility on the employees themselves that underlie the emergence of disciplined work.

Organizational culture is a culture that guide as a benchmark within an organization, a group portrait of cultural relations in general on all elements of the organization (Tannady, 2017: 247). Organizational culture can be measured through five dimensions: self-awareness, aggressiveness, personality, Prominent and team orientation. Leadership is a dominant factor tehadap employee performance. Leaders be in control of an institution's success as a leader as a driver of its employees. Based on earlier research by Astutik (2016), Manik (2015), Umar, et al (2014), Deikme (2013), and Trang (2013) who said organizational culture influence the final outcome of employee performance. With good results and strong, cultural organizations in general will gain a good employee performance. Cultural organizations should also foster communication, interaksi, care and innovation.

**METHODS**

This type of research including quantitative research by looking for a causal relationship. The causal relationship is a relationship that is both cause and effect. So here are the independent variables (affecting) and the dependent variable (influenced) (Sugiyono, 2014: 37). In this study, the population used is an employee of Population and Civil Registration Lumajang, amounting to 54 people.

The sampling technique used in this research was saturated samples, in which all members of the population research sample, the samples are all employees of the Department of Population and Civil Registration Lumajang has 54 employees consisting of 24 civil servants (PNS) and 30 employees contract. The number of respondents who were taken as many as 54 employees, but kuesinor which can be only 52, dikarnakan there are employees who are absent from work and was not in place (outside the city). Langkah analysis of research data consists of Test Instruments, Classical Assumption Test, and Test Statistics.
RESULTS AND DISCUSSION
Research Instruments Testing Results. Berdasarkan results of testing the validity can know the magnitude of the correlation coefficient of whole grains statements consisting of each - each five (5) point statement for the variable Motivation, 7 (seven) point statement for the variable Work Discipline, four (4) point statement for the variable Organizational Culture and four (4) point statement on performance variables. From the calculation of the correlation coefficient, all have rhitung greater than minimal r (0.3). Thus the whole point statement that declared invalid. In conclusion there is the whole point declaration on research instrument can be declared eligible to be used as an instrument of research because it can collect data or information required. The results can be seen testing the validity of the magnitude of the correlation coefficient of the entire reliability test results show the reliability coefficient Cronbach's Alpha for motivation variable (X1) of 0.778, work discipline variable (X2) is 0.774, organizational culture variable (X3) of 0.799, and the performance variable (Y) of 0.803. It can be concluded from the third variable has a strong reabilitass as a measuring tool.

Test Results Assumptions. Results of testing the normality of the data shows that in the normal probability plot graph looks the point - the point spread around the diagonal line and follow the direction of a diagonal spread, so did the histogram graph that gives a normal distribution pattern (no slope). The second chart above shows that the regression model unfit for fulfilling normality. Based on standardized regression residuals histogram data normality shaped image shown by the standard deviation of the mean lonnceng and right at the center.

Berdasarkan test results showed that all variables used as predictors of the regression model showed VIF were quite small, all of which are under 10 and value tolerance more than 0.1. This means that the independent variables used in the study did not show any symptoms multikolinieritas, so all the independent variables in this study are the variables are mutually independent, so it can be continued in a multiple linear regression testing.

Based on test results showed no heteroskedastisitas clear pattern of the dots. This shows that the regression model did not have symptoms of heteroscedasticity, which means there is no significant interference in this regression model.

Results of Multiple Linear Regression Analysis. The results of the regression analysis to formulate a multiple persamaanregresi as follows:

\[ Y = 1.082 + 0.044X1 + 0.064X2 + 0.738X3 \]

The results show the relationship Motivation, Discipline Work and Organizational Culture hubunngannya positively to the performance of employees in the Department of Population and Civil Registration Lumajang.

<table>
<thead>
<tr>
<th>Model</th>
<th>Coefficients unstandardized</th>
<th>Coefficients standardized</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>1.082</td>
</tr>
<tr>
<td>TOTAL</td>
<td>MOTIASI</td>
<td>.044</td>
</tr>
</tbody>
</table>
Hypothesis Testing Results. The first hypothesis, The results of the t test for motivation variable (X1) obtained t value of 0.382 with 0.704 significance level. By using the 0.05 limit obtained t table of ± 2.008. This means that t (0.382) < t table (2.008) and sig (0.704) > α (0.05) H0 is accepted and Ha rejected. This means that motivation does not affect the performance of employees of the Department of Population and Civil Pencatatn Lumajang.

The second hypothesis, The results of the t test for variable work discipline (X2) obtained t value of 0.718 with 0.476 significance level. By using the 0.05 limit obtained t table of ± 2.008. This means that t (0.718) < t table (2.008) and sig (0.476) > α (0.05) H0 is accepted and Ha rejected. That is the discipline of work does not affect the performance of staff at the Department of Population and Civil Pencatatn Lumajang.

The third hypothesis, The results of the t test for organizational culture variables (X2) obtained t value of 4.780 with 0.000 significance level. By using the 0.05 limit obtained t table of ± 2.008. This means that t (4.780) > t table (2.008) and sig (0.000) < α (0.05) then HaH0 is accepted and rejected. This means that the organizational culture affect the performance of staff at the Department of Population and Civil Pencatatn Lumajang.

From the test results can be seen at 100.733 F count larger than F table 2.80 with 0.000 significance level <0.05. So that it can be seen simultaneously variable motivation, work discipline, and organizational culture there is a significant influence on the performance of staff at the Department of Population and Civil Pencatatn Lumajang.

From the results of calculations using SPSS version 21, it can be seen that the coefficient of determination (R Square) Obtained at 0.858. This means that 85.8% of performance can be explained by the variable: motivation, work discipline, and organizational culture. While the
remaining 14.2% performance is influenced by other variables not examined in this study such as emotional intelligence, organizational commitment, leadership, compensation, and others.

Discussion
This discussion relates to the results of testing the first hypothesis stating that motivation does not significantly influence the performance of employees in the Department of Population and Civil Registration Lumajang. The results of this study contradict the research conducted by Rukhayati (2018), Irdiana, et al (2018), Fitriasari, et al (2014), Sajangbati, (2013), and Hudiwinarsih, et al (2012) with the results showed that motivation significantly influence employee performance. However, the results of this study are consistent with a study conducted by Irdiana, et al (2017), Maramis (2013), and Munparidi (2012) which states that motivation does not affect the performance. Thus, in this study the motivation is not a factor that can affect the performance of employees in Department of Population and Civil Registration District. Motivation in this study can be measured from the low salaries received permanent employees, have not met the needs of employees, employee support and peghargaan on performance. With these conditions, the motivation on employee performance in Population and Civil Registration Lumajang no effect.

This discussion relates to the results of testing the second hypothesis which states that the work discipline no significant effect on the performance of employees in the Department of Population and Civil Registration Lumajang. The results of this study contradict the research conducted by Rukhayati (2018), Irdiana, et al (2017), Astutik (2016), Fitriasari, et al (2014), and Sajangbati (2013) states that the discipline of worksignificant influence on employee performance. However, the results of this study are consistent with a study conducted by Alexander, et al (2018), Kurniasari, (2014), and Arianto (2013) which states that discipline does not work significant effect on performance. Thus, in this study the discipline of work is not a factor that can affect the performance of employees in Department of Population and Civil Registration Lumajang. It can be seen from the level of employee attendance through SIPERLU applications that still nobody likesentrusts his android phone to other employees who are at work to manipulate the level of attendance.

This discussion relates to the results of testing the third hypothesis which states that organizational culture is a significant effect on the performance of employees in the Department of Population and Civil Registration Lumajang. The results of this study contradict the research conducted by Maabuat (2016), Kashmir, et al (2015), Lina (2014), and Astuti, et al (2009) which statesorganizational culture is not significant effect on performance. However, the results of this study are consistent with a study conducted by Astutik (2016), Manik (2015), Umar, et al (2014), Deikme (2013), and Trang (2013) who said organizational culture significant effect on performance. Cultural organizations can basically from the standpoint of behavior and leadership strategy itself and the nature and attitude that is often applied by a boss to his subordinates. Leaders were able to convey his vision well to his subordinates, able to guide subordinates to achieve those objectives ditetapkaan, and able to communicate well with subordinates.

This discussion relates to the results of testing the fourth hypothesis which states that motivation, work discipline and organizational culture have a significant effect simultaneously on the performance of employees in the Department of Population and Civil Registration Lumajang. The results are consistent with research conducted by Utami and Waluyo (2015), and Widianti (2012) which stated that the motivation, work discipline and organizational culture simultaneously significant effect on employee performance.
CONCLUSION
The first hypothesis of the test results are not motivation significant effect partially tehadap employee performance Department of Population and Civil Registration Lumajang. From the test results of both disciplines working hypothesis of no significant impact is partially tehadap employee performance Department of Population and Civil Registration Lumajang. From the results of the third hypothesis testing organizational culture significant effect partially tehadap employee performance Department of Population and Civil Registration Lumajang. From the results of the fourth hypothesis pengujiian three independent variables such as motivation, work discipline, and organizational culture have a significant effect simultaneously tehadap employee performance Department of Population and Civil Registration Lumajang.

From the results of calculations using SPSS version 21, it can be seen that the coefficient of determination (R Square) Obtained at 0.858. This means that 85.8% of performance can be explained by the variable motivation, work discipline, and organizational culture, While the remaining 14.2% performance is influenced by other variables not examined.

REFERENCES

