
FACTORS THAT AFFECT EMPLOYEE PERFORMANCE AT THE MANPOWER AND TRANSMIGRATION OFFICE OF WEST KUTAI REGENCY

Edison Suanto^{1*}

Ida Bagus Made Agung Dwijatenaya²

Musmuliadi³

^{1,2,3}Kutai Kartanegara University

e-mail: suantoedison77@gmail.com¹, tenaya@unikarta.ac.id², musmuliadi250473@gmail.com³

Correspondence: suantoedison77@gmail.com^{1}

Submitted: September, 8th 2022, **Revised:** September, 12th 2022, **Accepted:** September, 23th 2022

Abstract. The development of science and technology in the last decade is amazing. This study aims to determine and analyze the factors of discipline, work environment, coordination and employee welfare that have a partial effect on employee performance at the Department of Manpower and Transmigration of West Kutai Regency and to find out how factors influence simultaneously on employee performance at the Department of Manpower. and Transmigration of West Kutai Regency. The design of this study was conducted using a qualitative and quantitative descriptive approach. This type of research is a survey, namely analyzing the facts and data needed to support the research discussion, in solving and answering the main problems proposed, namely: analyzing the performance of employees at the Manpower and Transmigration Office of West Kutai Regency. Based on the results of the analysis described previously, it shows that the level of employee performance at the Manpower and Transmigration Office of West Kutai Regency is significantly influenced by discipline factors, work environment, coordination, and employee welfare. Meanwhile, the independent variable that has the most dominant influence is the welfare variable.

Keywords: Employee Performance, The Man Power, Transmigration Office

INTRODUCTION

The development of science and technology in the last decade is amazing (Lee et al., 2022). The smooth implementation of government tasks (Nashar, 2022) and national development is highly dependent on the perfection of the state apparatus (Bhimani et al., 2022), especially civil servants. Therefore, in order to achieve the goal of national development, namely to create a civil society that is law-abiding (Syahsudarmi, 2022), modern civilized, democratic, prosperous, just and with high morals (Xiangdong, 2022), civil servants are needed who are able to carry out services fairly and equitably to the community (Xiangdong, 2022). The fundamental problem that must be resolved (Lionardo, 2022) and developed is to strengthen the professionalism of civil servants in balance with the needs of the organization (Mikkelsen et al., 2022). Work environment factors directly affect the work attitude of employees and determine employee performance (Rojikinnor et al., 2022), which includes lighting, temperature, ventilation, rest time, security and sound (Alterazi et al., 2022). Another factor that needs to be observed is employee welfare which is the overall income or compensation received by an employee who is still related to his position or profession as an employee such as: basic salary, allowances, incentives, honorariums, leave money, official vehicles, official housing, and health care coverage. This study aims to determine and analyze the factors of discipline, work environment, coordination and employee welfare that

have a partial effect on employee performance at the Department of Manpower and Transmigration of West Kutai Regency, to find out how factors influence simultaneously on employee performance at the Department of Manpower and Transmigration of West Kutai Regency. This research is useful as information, comparison and study material for the Manpower and Transmigration Office of West Kutai Regency in improving the performance of its employees, as input and reference for other government agencies, especially in efforts to improve the performance of human resources and organizational performance and as a contribution to the world of science (Mahapatro, 2022). knowledge and is expected to be able to enrich the repertoire of knowledge in measuring the quality of human resources, especially in the management of the apparatus in the regions.

METHODS

The design of this study was conducted using a qualitative and quantitative descriptive approach. This type of research is a survey, namely analyzing the facts and data needed to support the research discussion, in solving and answering the main problems proposed, namely: analyzing the performance of employees at the Manpower and Transmigration Office of West Kutai Regency. The location of this research is the Department of Manpower and Transmigration of West Kutai Regency. The location selection was based on considerations as the author's work unit, so

that it was considered easier to collect research data, both primary data including interviews with informants and secondary data collection. Meanwhile, the time needed to conduct this research is approximately from January 2021 and August 2021.

RESULTS AND DISCUSSION

Based on the results of the analysis described previously, it shows that the level of employee performance at the Department of Manpower and Transmigration of West Kutai Regency is significantly influenced by discipline factors, work environment, coordination, and employee welfare. Meanwhile, the independent variable that has the most dominant influence is the welfare variable.

Based on the results of the t-test, it shows that the discipline variable has a positive and significant effect on employee performance at the Manpower and Transmigration Office of West Kutai Regency. This indicates that there is a unidirectional relationship between discipline and employee performance, in the sense that if there is an increase in work discipline, employee performance will also increase. The discipline variable has a positive and significant effect on employee performance and ranks second from the independent variables that have been tested. The influence of the discipline variable on employee performance is largely determined by the four discipline indicators used, namely: 1) obeying the rules, 2) complying with the work rules that have been set, 3) being diligent in carrying out the main tasks, and 4) not neglecting

the duties that are assigned to him. his responsibility. Based on the results of the t-test, it shows that the work environment variable has a positive and significant effect on employee performance at the Manpower and Transmigration Office of West Kutai Regency. This indicates that there is a unidirectional relationship between the work environment and employee performance, in the sense that if there is an increase in the work environment, the employee's performance will also increase.

Based on this analysis, it can be concluded that the work environment variable is an important factor in improving employee performance, so it is necessary to strive to make improvements to the indicators of these variables in particular to further improve the establishment of harmony between employees so that they can work well together so that the performance of employees at the Department of Manpower and Transmigration of West Kutai Regency can be increased in the future. Based on the results of the partial test (t-test) for the coordination variable has a significant effect on employee performance. This proves that coordination has a significant effect on the performance of the employees of the Manpower and Transmigration Office of West Kutai Regency.

The results of the study indicate that the welfare variable has a direct relationship with performance, in the sense that if there is an increase in welfare, the employee's performance is expected to increase. Partial analysis also shows that

there is an influence between the welfare variable and the performance of the employees of the Manpower and Transmigration Office of West Kutai Regency.

Based on the results of the t-test proves that the welfare of employees has a significant effect on the performance of the employees of the Department of Manpower and Transmigration of West Kutai Regency, because the provision of welfare will motivate and encourage employees to work better. This illustrates that welfare is one of the variables that need attention in order to spur the level of employee performance. Increasing employee performance is closely related to improving welfare within an organization so that the goals that have been set can be achieved optimally, especially in terms of output.

The increase in employee performance also has an impact on employees where they can increase their productivity so that by themselves they can improve their standard of living due to achieving these results. This study has proven research conducted by Anshar (2002) that the welfare variable has a significant effect on employee performance.

CONCLUSIONS

The conclusion shows that the test results simultaneously (together) show that discipline, work environment, coordination, and employee welfare together have a positive and significant effect on the performance of the Manpower and Transmigration Office of West Kutai

Regency. Thus, the test criteria simultaneously reject H_0 and accept H_a and the results of partial (individual) analysis indicate that the welfare variable has a dominant influence in improving employee performance at the Manpower and Transmigration Office of West Kutai Regency, because it has the highest regression coefficient among the regression coefficients used other.

REFERENCES

- Alterazi, H. A., Kshirsagar, P. R., Manoharan, H., Selvarajan, S., Alhebaishi, N., Srivastava, G., & Lin, J. C.-W. (2022). Prevention of Cyber Security with the Internet of Things Using Particle Swarm Optimization. *Sensors*, *22*(16), 6117.
- Babbie, E., Wagner III, W. E., & Zaino, J. (2022). *Adventures in social research: Data analysis using IBM SPSS statistics*. Sage Publications.
- Bhimani, A., Hausken, K., & Arif, S. (2022). Do national development factors affect cryptocurrency adoption? *Technological Forecasting and Social Change*, *181*, 121739.
- Bulkani, B., Fatchurahman, M., Adella, H., & Setiawan, M. A. (2022). Development of animation learning media based on local wisdom to improve student learning outcomes in elementary schools. *International Journal of Instruction (IJI)*, *15*(1), 55–72.
- Lee, J.-Y., Lee, S.-E., & Lee, D.-W. (2022). Current status and future prospects of biological routes to bio-based products using raw materials, wastes, and residues as renewable resources. *Critical Reviews in Environmental Science and Technology*, *52*(14), 2453–2509.
- Lionardo, A. (2022). Accountability of Local

- Government Policy in Improving Health Services to Respond Industrial Revolution Era 4.0 (Similarity). *International Journal of Advanced Science and Technology*, 29(8s), 4121–4127.
- Mahapatro, B. B. (2022). *Human resource management*. PG Department of Business Management.
- Mikkelsen, K. S., Schuster, C., Meyer-Sahling, J., & Wettig, M. R. (2022). Bureaucratic Professionalization is a Contagious Process Inside Government: Evidence from a Priming Experiment with 3,000 Chilean Civil Servants. *Public Administration Review*, 82(2), 290–302.
- Nashar, A. (2022). Effectiveness of Village Government: Study at Onewila Village Office, Ranomeeto District South Konawe Regency. *Arus Jurnal Sosial Dan Humaniora*, 2(1), 31–36.
- Nikolic, A., Bukurov, B., Kocic, I., Soldatovic, I., Mihajlovic, S., Nesic, D., Vukovic, M., Ladjovic, N., & Grujicic, S. S. (2022). The validity and reliability of the Serbian version of the smartphone addiction scale—short version. *International Journal of Environmental Research and Public Health*, 19(3), 1245.
- Raharjanti, N. W., Wiguna, T., Purwadianto, A., Soemantri, D., Indriatmi, W., Poerwandari, E. K., Mahajudin, M. S., Nugrahadi, N. R., Roekman, A. E., & Saroso, O. J. D. A. (2022). Translation, validity and reliability of decision style scale in forensic psychiatric setting in Indonesia. *Heliyon*, 8(7), e09810.
- Rojikinnor, R., Gani, A. J. A., Saleh, C., & Amin, F. (2022). The Role of Compensation As a Determinant of Performance and Employee Work Satisfaction: A Study at The PT Bank Rakyat Indonesia (Persero) Tbk. *Journal of Economic and Administrative Sciences*.
- Syahsudarmi, S. (2022). Does Coaching Affect Employee Work Professionalism? A Study of the State Apparatus in Indonesia. *Husnayain Business Review*, 2(1), 1–8.
- Tampi, P. P., Nabella, S. D., & Sari, D. P. (2022). The Influence of Information Technology Users, Employee Empowerment, and Work Culture on Employee Performance at the Ministry of Law and Human Rights Regional Office of Riau Islands. *Enrichment: Journal of Management*, 12(3), 1620–1628.
- Xiangdong, W. (2022). Contemporary Chinese axiology oriented towards the practice of reform and opening up. *Educational Philosophy and Theory*, 1–11.



© 2022 by the authors. Submitted for possible open access publication under the terms and conditions of the Creative Commons Attribution (CC BY SA) license (<https://creativecommons.org/licenses/by-sa/4.0/>).
