

IMPROVED PERFORMANCE OF KLATEN DISTRICT EDUCATION OFFICE EMPLOYEES IN 2021

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ABSTRACT

This study aims to determine the effect of the variables of professionalism, placement, experience and work discipline on the performance of the employees of the Klaten Regency Education Office. This research method uses a quantitative research design. The population in all employees who work in the Klaten Regency Education Office is 86 people. The sampling technique used in this study is the Census technique with a sample of 86 respondents. Collecting data by using a questionnaire. The data analysis technique used was statistical analysis, namely multiple linear regression test, F test, t test, and coefficient of determination. The results showed that professionalism, placement, experience and work discipline had an effect on employee performance at the Klaten Regency Education Office. Suggestions from this research, the Education Office of Klaten Regency continues to improve professionalism, placement, experience and work discipline, so that employee performance will increase and be better than before.

Keywords: Employee Performance, Professionalism, Placement, Experience, Work Discipline

INTRODUCTION

During this pandemic, the Klaten Regency Government implemented a Work From Home (WFH) system, this made employee performance also less than optimal, some employees misrepresented it with holidays and free from military duties. In addition, during this pandemic, the finger /face print presence tool is not used to prevent the transmission of the spread of the COVID 19 virus and replace it with manual presence makes employees undisciplined and unprofessional in working because they do not comply with the regulations of hours and duties every day.

Some OPD employees in Klaten Regency have not been able to work optimally. Through the E system of State Civil Apparatus Performance, recent years show that there is still much overlap of basic tasks and functions in the field of work provided due to lack of competent human resources and lack of transfer of knowledge from one employee to another. This is seen in the placement of employees in one particular part who can work in other parts simultaneously. This makes the employee not focus on the main field of work because it is divided with other additional jobs. In addition, the placement of new officials in an OPD is not under the field of expertise and has never even had experience doing work in the field concerned. This condition resulted in the target of work not being maximally achieved.

An employee in carrying out the duties assigned to him is expected to show the best performance that the employee can show. Performance shown by an employee is, of course, influenced by various important factors for improving work outcomes that are the purpose of the organization or agency in which the employee works. The achievement of

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organizational goals one of which depends heavily on the good poor performance of employees, for that the company must pay attention to employees, direct and motivate to improve employee performance.

Performance is part of the process, and the results of work are displayed as achievements by employees through real behavior as standards of quality and quantity produced by employees. The State Civil Apparatus has an important role as a state apparatus to organize government and development in order to achieve the goals of the Indonesian state, it is expected that ASN can work better, effectively, efficiently, transparently and accountably. According to (Octavianus & Adolfini, 2018) the achievement of organizational goals one of which depends heavily on good employee performance, for that the company must pay attention to employees, direct and motivate to improve employee performance. Performance is part of the process, and the work results are displayed as achievements by employees through actual behavior as standards of quality and quantity produced by employees (Paais, 2020).

Structuring the resources of professional apparatus must be prioritized because reforms in government administration expect the presence of a qualified government and able to carry out public service functions. Professional apparatus can be seen from the attitude of struggle, devotion, full-time work, ability, and discipline to carry out tasks and become more useful and successful. Therefore, every apparatus is required to carry out its duties and functions professionally, namely by providing good quality of work improvement to the community.

Professionalism has a significant influence on the quality of work of employees research results according to (Ikbal et al., 2019), while research according to (Aisyah et al., 2017) shows that the quality of human resources, professionalism of work and commitment have a significant effect on employee performance, and according to (Rohmatiah & Amadi, 2019) said that work professionalism and work motivation have a positive and significant effect on employee performance, but this does not agree with (Hadisantoso et al., 2017) said that professionalism has no significant effect on employee performance. However, competence has a significant effect on employee performance.

Success in the procurement of labor lies in the accuracy in the placement of new and old employees in certain positions. Placing employees according to the needs of specific units according to their competencies impacts employee morale and can improve employee performance to help the organization achieve goals.

Employee competence, work placement, and career development have a positive and significant effect on employee performance from research results, according to (Mulyani & Saputri, 2019), while research conducted (Paais, 2020) says that simultaneously or together work placement and work experience have a significant influence on employee performance. This is in agreement with (Bahri et al., 2018) in their research which says that partially placements have a positive and significant effect on employee performance and motivation has no significant effect on employee performance. Opinion from (Kamalan & Sutha, 2017) said that a pleasant work placement affects employee performance.

Employee work experience for the company can determine positions or positions that are by their expertise and become one of the requirements that the leadership must consider to be able to occupy a position, because the working period is one of the assessments to be promoted to higher positions in the organization.

Work placement and work experience have a significant influence on employee performance simultaneously or together. This is based on research paada (Paais, 2020)

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and according to (Octavianus & Adolfini, 2018), work experience and job training together have a positive influence on employee performance. It agrees with (Kusumaningtyas et al., 2019) that motivation, work experience and discipline have a positive and significant effect on employee performance and with opinions (Arifin & Putra, 2020) say that work experience, work ethics, and compensation simultaneously affect employee performance.

The application of work discipline in a company becomes the key to success in improving employee performance because it fosters a person's willingness and willingness to comply and obey the norms of regulations around them.

Work discipline, job satisfaction, and employee loyalty have a positive and significant effect on employee performance based on the results of research conducted by (Astuti et al., 2019) who agree with (Kusumaningtyas et al., 2019) that motivation, work experience and discipline have a positive and significant effect on employee performance, and also with research conducted by (Oley et al., 2019) that employee work discipline and morale have a partially significant effect on employee performance.

THEORETICAL BACKGROUND

Aisyah et al. (2017) stated that professionalism has a positive and significant effect on the performance of PDAM employees of Jember Regency. Ikbali et al. (2019) said that professionalism has a positive and significant effect on the quality of work in bulo Wattang village office of Panca Rijang District, Sidenreng Rappang Regency. Rohmatiah & Amadi (2019) also stated that professionalism has a positive and significant effect on employee performance with the leadership of the Inspector as a moderating variable in the Magetan District Inspectorate.

This shows that the higher the level of professionalism, the greater the level of employee performance. Based on this description, the hypotheses that will be tested in this study are:

H1: Professionalism has a significant effect on the performance of employees in the Klaten District Education Office.

Kamalan & Sutha (2017) stated that the placement had a positive and significant effect on employee performance in IT companies in Sri Lanka. Mulyani & Saputri (2019) revealed that placements have a positive and significant effect on employee performance. Syalimono Siahaan & Bahri (2019) stated that employee placement, motivation, and work environment positively and significantly affect employee performance. Paais (2020) reveals work placements and work experience have a significant effect on employee performance. This shows that the higher the placement rate, the greater the level of employee performance. Based on this description, the hypotheses that will be tested in this study are:

H2: Placement has a significant effect on employee performance in the Klaten District Education Office.

Octavianus & Adolfini (2018) stated that the experience positively affected employee performance at PT Telkom Indonesia Manado Branch. Kusumaningtyas et al. (2019) work motivation, work experience and work discipline have a positive and significant effect on the performance of employees of the company's drinking water district of Balikpapan city. Arifin & Putra (2020) work experience, work ethic, and compensation positively and significantly affect employee performance. Paais (2020) work placement and work experience have a significant effect on employee performance.

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This shows that the higher the level of experience, the greater the level of employee performance. Based on this description, the hypotheses that will be tested in this study are:

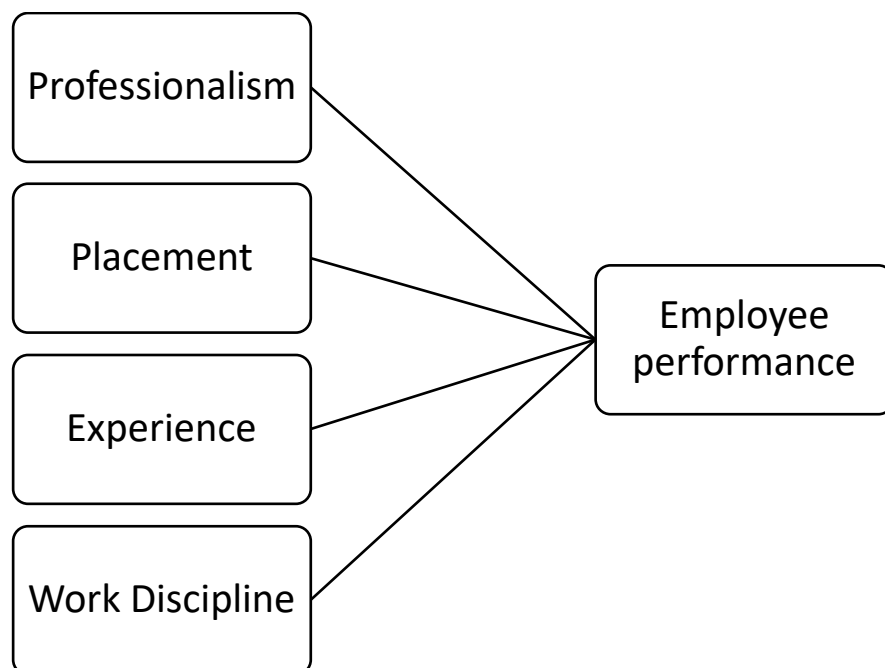
H3: Experience has a significant effect on employee performance in the Klaten District Education Office.

Oley et al. (2019) stated that work discipline has a positive and significant effect on the performance of PT employees. Bank Sulutgo. Astiti et al. (2019) work discipline, job satisfaction, work discipline and employee loyalty have a positive and significant effect on the performance of Agrowisata Bagus Agro Pelaga employees. Kusumaningtyas et al. (2019) work motivation, work experience and work discipline have a positive and significant effect on the performance of employees of the company's drinking water district of Balikpapan city. This shows that the higher the level of work discipline, the greater the level of employee performance. Based on this description, the hypotheses that will be tested in this study are:

H4: Work discipline has a significant effect on employee performance in the Klaten District Education Office.

From the hypothesis above obtained the following framework thinking :

Picture 1. Framework Thinking



METHOD, DATA AND ANALYSIS

This research uses a quantitative descriptive approach. The author uses quantitative descriptive methods to determine the influence and signification between variable professionalism, placement, experience, and work discipline on employee performance.

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This research was conducted at the Klaten District Education Office which is addressed at Jl. Pemuda No. 294 Regional Government Building II Klaten Regency, Central Java. The research was conducted for 3 months. The population in all employees who work in the Klaten District Education Office is 86 people. The sampling technique used in this study is a census technique. The census method is a sample determination technique when all members of the population are used as samples. The variables used in this study consisted of 2 variables namely independent variables (X) and dependent variables (Y). Independent variables consist of professionalism (X1), placement (X2), experience (X3), work discipline (X4) and dependent variables are employee performance (Y). Data Analysis in this study uses multiple linear regression tests with SPSS 24 software.

RESULTS

Table 1.1
Multiple Linear Regression Test

Variable	Coef Regresion	t-stat	Sig. t
(Constant)	3,044		
professionalism	0,689	6,463	0,000
placement	-0,225	-2,228	0,029
experience	0,193	2,583	0,012
work discipline	0,224	2,373	0,020
R square	0,726		
F statistic	53,763		
Sig. F	0,000		

Based on the table above, it can be known that the regression equations formed are:

$$Y = 3,044 + 0,689 X_1 - 0,225 X_2 + 0,193 X_3 + 0,224 X_4 + e$$

DISCUSSION

a. The influence of professionalism on the performance of employees in the Klaten District Education Office.

Based on the results of the SPSS count obtained t score > t table (6,463 > 1,989) and significance of 0.000 < 0.05. This means that professionalism has a significant effect on employee performance. From these results obtained that the higher professionalism in work, the more employee performance will increase.

This research aligns with previous research conducted by (Aisha et al., 2017); (Rohmatiah & Amadi, 2019) professionalism positively and significantly affects employee performance.

Professionalism at work is considered one of the most critical aspects to achieve success in the job. An employee who has a professional attitude can position himself to understand tasks and responsibilities, relationships and relationships, and focus and be consistent with his work affairs. A professional attitude is important in the world of work because it will positively impact the company. Professionalism at work is

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considered one of the most important aspects to achieve success in the job. The existence of professionalism in work will affect and improve existing performance.

b. The effect of placement on the performance of employees in the Klaten District Education Office.

Based on the results of the SPSS count obtained $-t$ score $< -t$ table ($-2.228 < -1.989$) and significance of $0.029 < 0.05$. This means that placement have a significant effect on employee performance. From these results showed that the placement of employees following the field of education could encourage the Klaten District Education Office to improve the performance of its employees.

This research is in line with previous research conducted by (Kamalan & Sutha, 2017); (Mulyani & Saputri, 2019) placements have a positive and significant effect on employee performance.

This condition shows that placement following the field of employee education does affect employee performance in completing tasks, because promotions and mutations in the Klaten District Education Office encourage employees to learn more to employees who are more senior and experienced in the workplace in addition to also being able to increase knowledge through regulatory literacy and leadership policies and employee education and training to gain knowledge. It is enough to complete all the tasks given well. In addition, some of the benefits of placement are gaining new experiences, a broader view, not the occurrence of boredom or saturation, acquiring new knowledge and skills, and getting prepared to face new tasks.

c. Influence of experience on employee performance in klaten district education office.

Based on the results of the SPSS count obtained t score $> t$ table ($2.583 > 1.989$) and significance of $0.012 < 0.05$. This means that experience has a significant effect on employee performance. These results prove that the higher the experience, the performance of employees will experience a real improvement.

This research is in line with previous research conducted by (Octavianus & Adolfina, 2018) ; (Kusumaningtyas et al., 2019) experience positively and significantly affects employee performance.

Work experience is also a factor that affects employee performance. Employees who have more work experience can certainly get the job done well, calm when facing problems and wise in making decisions.

d. Influence of work discipline on employee performance in klaten district education office.

Based on the results of the SPSS count obtained t score $> t$ table ($2.373 > 1.989$) and significance of $0.020 < 0.05$. This means that work discipline has a significant effect on employee performance. This shows that the higher the employee discipline attitude, the more performance will increase.

This research is in line with previous research conducted by (Oley et al., 2019); (Astiti et al., 2019) work discipline positively and significantly affects employee performance.

Discipline is something that every employee should have. Discipline reflects the person of each employee. Discipline makes employees feel themselves to have to carry out all the work that has been given by following all the rules that have been set. Discipline makes existing work will be completed according to the target set aside with maximum quality standards.

CONCLUSIONS

The conclusion obtained from this study is that professionalism, placement, experience and work discipline affect employee performance of the Klaten District Education Office. Based on research and discussions conducted, the adjusted R Square (R^2) value was obtained from 0.713 or 71.3%. Determination or contribution of professionalism, placement, experience and work discipline to the performance of employees in the Klaten District Education Office amounted to 71.3%. The rest of the contribution of other variables is only 28.7% such as workability, work environment, education and others.

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