The Factors that Affect on Employee Performance of Cimanggis Bojonggede Bogor Urban Village Office Employees

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ABSTRACT

The purpose of this study was to determine the effect of motivation, discipline and work environment on the performance of the employees of the Cimanggis Bojonggede Village Office, Bogor. This research is a quantitative research. The population in this study were 32 employees of the Office of the Cimanggis Village, Bojonggede, Bogor, using nonprobability sampling analysts. The results showed that motivation and work environment partially had a significant effect on employee performance, while work discipline had no significant effect on employee performance partially. Simultaneously, motivation, discipline and work environment affect employee performance.

1. INTRODUCTION

An organization is a group of people who work together to achieve a specific goal. Human Resources (HR) is one of the most important elements in organizational activities. Therefore, human resources must be managed in such a way as to be efficient and successful. The organizational goals can be achieved if existing human resources are able to provide maximum performance.

Performance refers to the level of success in carrying out tasks and the ability to achieve predetermined goals. Performance is declared good and successful if the desired goals can be achieved well (*Donelly, Gobson and Ivancevich,* 1994). Because of the importance of employee performance to support the achievement of organizational goals, it is necessary to make various efforts to improve employee performance. Narmodo (2009) mentions several factors that affect employee performance which consist of job satisfaction, organizational commitment, motivation, leadership, education, work discipline, skills, work ethic attitudes, nutrition and health, salary levels, work environment and work climate, technology, production facilities, social security, management and promotion opportunities.

To measure the good and bad performance of a person, it is necessary to have a performance standard. Futler (Mangkunegara: 2013) mentions several aspects that can be used to measure employee performance, namely speed, quality, service, value, interpersonal skills, mental success, openness to change, creativity, communication skills, initiative, and organizational planning. Meanwhile, according to Robbins (2006), employee performance can be assessed based on three sets of criteria, namely the results of individual assignments, behavior and personality traits.

Cimanggis Village is one of the sub-districts located in Bojonggede District. As a government agency, Cimanggis Village is one of the sub-districts that has problems regarding employee performance. In fact, as shown in Table 1, throughout 2017, Cimanggis Village had so many public services that needed to be provided.

Table 1.

Recapitulation of Cimanggis Urban Village Public Services in 2017

No.	Type of Service	Total
1.	Incoming letters (including invitations)	1121
2.	Outgoing letters	543
3.	Meeting minutes	389
4.	Certificate (domicile, incapable)	798
5.	Letter of introduction (for marriage to KUA)	476
6.	Permit (related to with the fields of health, public works, IMB, social, employment, trade, development)	2357

Source: Cimanggis Village, Bojonggede

Based on the results of observations and preliminary interviews, it was found that the performance of Cimanggis Village employees was not optimal due to a lack of motivation. Sopiah (2008: 170) defines motivation as a condition in which one's efforts and willpower are directed towards achieving certain results and goals. Lack of motivation of Cimanggis Kelurahan employees is due to the absence of sustainable allowances, lack of respect from the company so that employees feel less challenged in their work. As Mc. Clelland (Mangkunegara: 2013) states that motivation is based on three kinds of human needs, namely *need for achievement, need for affiliation* and *need for power*. *Need for achievement* is the need for achievement which is a reflection of the drive for responsibility to solve problems. *Need for affiliation* is the need for affiliation which is the urge to interact with other people, to be with other people, not to do something that is detrimental to others. Meanwhile, the *need for power* is the need for power which is a reflection of the urge to achieve authority to have an influence on others.

Apart from motivation, the problem of employee performance in Cimanggis Village also lies in employee discipline. There are still many employees who come and don't return on time after lunch break, there are still employees who do things outside of their work during working hours and there are still employees who complain about their work. Hasibuan (2012) mentions several indicators that affect work discipline, namely the goals and abilities of employees, role models, remuneration, justice, inherent supervision, punishments, assertiveness, and human relations.

The work environment is also a problem in itself that affects the performance of the Cimanggis Kelurahan employees such as the lack of office inventory equipment that supports work, poor air circulation in the work place, and less maintained cleanliness of the work environment. Sedarmayanti (2009: 2) states that the work environment is the whole tool and materials faced, the environment where a person works, his work methods, and work arrangements both as an individual and as a group. Furthermore, Serdarmayanti (2009) divides two work environments that affect performance, namely the physical and non-physical environments.

In this study, researchers will focus on the factors that affect the performance of the employees of the Cimanggis Village. The factors are based on phenomena consisting of problems of motivation, employee discipline and work environment. Researchers will measure the amount of influence caused by motivation, employee discipline and work environment on employee performance either partially or simultaneously.

2. METHOD

This research is a quantitative study. As for primary data, researchers obtained by distributing questionnaires. The statements on kueisoner are made on a Likert scale using a score of 1-5. . In this study, the population is all employees of the Cimanggis Village Office, Bojonggede, Bogor and is categorized as a limited population (the sub-district*finite*) with a countable number of 32 people (data is obtained based on*staffing database). The sampling technique in this study use*stechniques, *nonprobability* namely saturated samples or often called *total sampling*. According to Sugiyono (2013:

124) saturated sample is a technique of determining the sample by taking all members of the population as respondents or samples.

The data obtained were then tested for validity and reliability test. In this study, it was found that all data were valid and *reliable*. Furthermore, the researcher calculates the effect of each independent variable and jointly on the dependent variable. The results are then tested for the significance of the t test and the F test.

Hypothesis
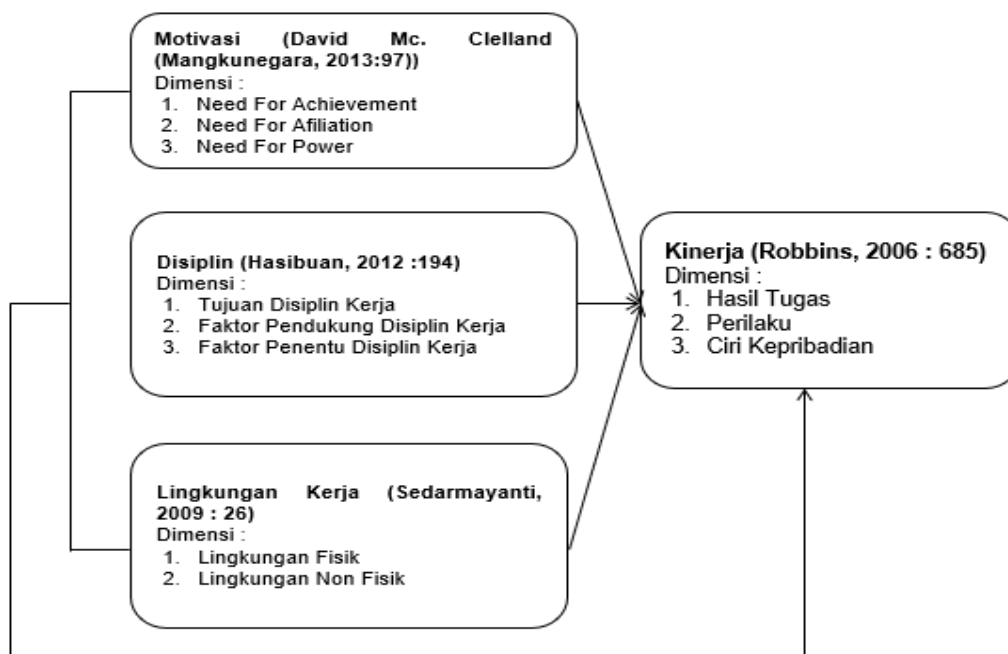
H1 : There is a significant influence given motivation on employee performance
H2 : There is a significant effect given discipline on employee performance
H3 : There is a significant influence given the work environment on employee performance
H4 : There is a significant influence is given motivation, discipline and work environment simultaneously on employee performance

3. RESULT AND DISCUSSION

Cimanggis Village is one of the 9 sub-districts in Bojonggede District, Bogor Regency, West Java Province, Indonesia. Cimanggis Village having its address at Camat Kecil No. 135 Cimangis Bojonggede Bogor 163924. The total number of employees of the Cimanggis Bojonggede sub-district is 32 people including Mr. Abdul Aziz Anwar, SE as the Head of Cimanggis Village Village. The following is a table of employees of Cimanggis Village, Bojonggede, Bogor:

Table 2. Number of Cimanggis Village Employees

No	Position	Number of Employees
1	Village Head	1
2	Village Secretary	1
3	Coordinator Field	6
4	Regional Security	10
5	Village Staff	8
6	Hamlet Head	3
7	Security	1
8	Office Boy	2
	TOTAL	**32 The**

Number of questionnaires distributed was 32 questionnaires, detailing the number of questionnaires distributed to employees of the Cimanggis Bojonggede Village Office. Of the 32 questionnaires distributed, all questionnaires were successfully collected again. With a total return of 32 questionnaires. Of the 32 questionnaires, all of them were used to process the data.

Effect of Motivation on Employee Performance

Table 3. Correlation and Coefficient of Determination

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	, 610[a]	, 372	, 351	4,761

a. Predictors: (Constant), Motivation

Source: Data processed by SPSS24. 2018 Research Data

Table 4. t Test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.423	7.779,			440,663,
	Motivation	1.001		237,610	4.217,	000

a. Dependent Variable: Employee Performance

Based on table 3, it can be seen that there is a positive correlation between motivation and the performance of the office employees of Cimanggis Village, Bojonggede, Bogor. This is indicated by the Pearson correlation coefficient in column R of 0.610. The influence of motivation on employee performance is 37.2% which is shown in the amount of R square. The influence of motivation on employee performance is also significant as seen in the t-test table.

The Effect of Discipline on Employee Performance

Table 5 . Correlation and Coefficient of Determination.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	, 747[a]	, 557	, 543	3,998

a. Predictors: (Constant), Discipline

Source: Data processed by SPSS24. 2018 Research Data

Table 6. t test

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.821	5,128,			940,355
	Discipline,		915,149,	747	6.145,	000

a. Dependent Variable: Employee Performance

Source: Data processed by SPSS24. 2018 Research Data

Based on table 5, it can be seen that there is a positive correlation between discipline and the performance of the office employees of the Cimanggis Bojonggede Village, Bogor. This is indicated by the Pearson correlation coefficient in column R of 0.747. The effect of discipline on employee

performance is 55.7% which is shown in the R square. The effect of discipline on employee performance is also significant as seen in the t-test table.

Effect of Work Environment on Employee Performance

Table 7. Correlation and Coefficient of Determination

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	, 173[a]	, 030	-, 002	5,918

a. Predictors: (Constant), Work Environment
Source: Data processed with SPSS24, 2018 Research Data

Table 8. t Test

Coefficients[a]

Model		Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	28,882	7,502		3,850	, 001
	Work Environment	, 312	, 324	, 173	, 962	, 344

a. Dependent Variable: Employee Performance
Source: Data processed by SPSS24. 2018 Research Data

Based on table 7, it can be seen that there is a positive correlation between the work environment and the performance of the office employees of the Cimanggis Village, Bojonggede, Bogor. This is indicated by the Pearson correlation coefficient in column R of 0.173. The environmental influence on employee performance is 3% which is shown in the amount of R square. However, the influence of the work environment on employee performance is not significant based on the t test in table 8.

Effect of Motivation, Discipline and Work Environment on Employee Performance

Table 9. Coefficient of Determination

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	, 845[a]	, 713	, 683	3,329	1,800

a. Predictors: (Constant), Work Environment, Discipline, Motivation
b. Dependent Variable: Employee Performance
Source: Data processed by SPSS24. 2018 Research Data

Table 10. FTest

ANOVA[a]

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	772.621	3,	257.540	23.236	000[b]
	Residual	310.348	28	11.084		
	Total	1082.969	31			

a. Dependent Variable: Employee Performance
b. Predictors: (Constant), Discipline, Work Environment, Motivation
Source: Data processed by SPSS24. 2018 Research Data

Based on table 9, it can be seen that there is an influence of 71.3% given the motivation, discipline and work environment together on employee performance. As for the F test, this effect is significant.

4. CONCLUSION

1. There is a significant influence given motivation on employee performance by 37.2%
2. There is a significant influence given discipline on employee performance by 55.7%
3. There is no significant effect given the work environment on employee performance
4. There is a significant influence given motivation, discipline and the environment work simultaneously on employee performance by 71.3%

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