

The Influence Of Performance Benefits And Work Discipline On The Performance Of The State Civil Apparatus (Empirical Study Of Demak Regency Regional Secretariat)

Ina Mega Nuryati

University 17 August 1945 Semarang, Indonesia

Hikmah Hikmah

University 17 August 1945 Semarang, Indonesia

Corresponding email: hikmah@untagsmg.ac.id

Abstract. *This research aims to determine the effect of performance allowances and performance discipline on employee performance. The population in this study was 120 ASN employees at the Regional Secretariat of Demak Regency. The sample size was 55 respondents based on the Slovin formula. The sampling method used was Proportionate Stratified Random Sampling and Simple Random Sampling. The data analysis used in this research is multiple linear regression.*

The research results show that performance allowances influence employee performance at the Demak Regency Regional Secretariat. The better the benefits provided, the better the employee's performance. Work discipline influences employee performance at the Demak Regency Regional Secretariat.

Keywords.: *performance allowances; performance discipline and employee performance*

INTRODUCTION

Human resource management is one of the key factors in getting the best performance, because apart from dealing with skills and expertise issues, human resource management is also obliged to develop employee conducive behavior to get the best performance, Asmoro (2019). One of the main problems in human resource management is how to find the best way to improve employee performance (Hasibuan, 2016).

Performance is the work result achieved by a person in carrying out the tasks assigned to him to achieve work targets, employees can work well if they have high performance Pranogyo, Hamidah, & Suyatno (2021). Employee performance is one of the main elements that can be improved if employees know what is expected when they can participate and are assessed on the results of their performance, performance appraisals are carried out fairly and impartially and must accurately reflect actual performance. (Harahap & Tirtayasa, 2020). This also applies to the State Civil Apparatus (ASN).

implementing bureaucratic reform using the principle of effectiveness, namely optimizing the Ministry/Regional Government budget ceiling, and equal pay for equal work, namely providing performance allowances in accordance with Asmoro's position and work achievements,(2019). It is hoped that these performance allowances can encourage employees to improve their performance. This is in line with research conducted by Yulandri & Onsardi

,(2020); Najoan, Pangemanan, & Tangkere (2018) which states that performance allowances influence employee performance. However, on the contrary, regional performance allowances should have a positive impact on improving performance which is manifested in good performance achievement reports, but in reality there are still many duties and responsibilities of employees that are not optimal and not in accordance with what is expected (Karim & Fitriani, 2019).

Apart from performance allowances, the performance of state civil servants is also influenced by work discipline. Work discipline is a person's awareness and willingness to comply with obligations and avoid prohibitions specified in statutory regulations, so that a disciplinary violation is any speech, writing or action of an employee who does not comply. obligations or violate the prohibitions of work discipline provisions. A person's discipline can emerge when an employee can respect the rules (Asmoro, 2019).

There are several factors that can influence the performance of state civil servants including performance allowances and work discipline Hardani, Bachri, & Dahniar (2016). Performance allowances are allowances given to civil servants whose amounts are based on the results of job evaluations and work performance achievements of civil servants. These allowances are a function of the successful implementation of bureaucratic reform and are based on the performance achievements of these civil servants, Asmoro (2019). Individual performance allowances for civil servants can increase or decrease in line with increases or decreases in performance as measured based on the agency's main performance indicators (Asmoro, 2019).

The purpose of work discipline is rules to be able to maintain oneself against regulations and can influence the performance of Harahap & Tirtayasa employees (2020). Employees who have high work discipline are expected to improve their performance. This is in line with research conducted by Rozalia, Nayati & Ruhana (2015); Ekhsan, (2019) which states that work discipline has a significant effect on employee performance. However, different from the results of Hanifah's research, (2017) which states that work discipline has no effect on employee performance, this is due to the lack of enforcement of institutional rules and the absence of appropriate punishment for employees who violate them.

The Regional Secretariat of Demak Regency is tasked with assisting the Regent in formulating policies and administrative coordination regarding the implementation of regional apparatus tasks and administrative services. In this case, the performance of ASN at the Regional Secretariat of Demak Regency is required to be competent so that every year there will be an assessment of the Government Agency Performance Accountability System

(SAKIP) where this system is an integration of the planning system, budgeting system and performance reporting system, which is in line with the implementation of the accountability system finance.

SAKIP assessment results from 2015 to 2019 there has always been an increase. However, the 2020 assessment did not increase compared to 2019 or remained with a score of 63.11 with a B predicate, which means that accountability is good, has a system that can be used for performance management, and still needs improvement. Based on this, it is necessary to carry out an evaluation so that performance improves so that performance accountability at the Regional Secretariat of Demak Regency increases so that it gets the title A (Satisfactory at achievement scores > 80 - 90) or AA (Very satisfactory at achievement scores > 90 - 100). This research aims to analyze the influence of work benefits and work discipline on employee performance,

METHOD

The population in this study was 120 ASN employees at the Regional Secretariat of Demak Regency. The sample size was 55 respondents based on the Slovin formula. The sampling method used was Proportionate Stratified Random Sampling and Simple Random Sampling. Data collection was carried out by distributing questionnaires directly to respondents.

This research tested the validity of the variable questionnaire by comparing r_{count} with r_{table} . Of the 16 questionnaires, the r_{count} ranged from 0.589 to 0.890, this is greater than the r_{table} , which is 2.441, thus it can be said that all of the questionnaires are valid. The reliability test shows that all variables are reliable because their values are greater than 0.6, namely between 0.68 and 0.881. The data analysis used in this research is multiple linear regression which explains the functional relationship between the dependent variable (employee performance) and the independent variables (work discipline and performance allowances), $Y = \alpha + \beta_1 X_1 + \beta_2 X_2 + \epsilon$, where:

Y = Employee Performance; α = Constant; β_1 = Work Discipline Variable Regression Coefficient; β_2 = Performance Variable Regression Coefficient; X_1 = Work Discipline

The T test is used to test hypotheses with a probability scale of five percent ($\alpha = 5\%$), if the probability (significant) is greater than α (0.05), then the independent variable does not have a significant effect on the dependent variable, if it is smaller than 0, 05, then the independent variable has a significant effect on the dependent variable.

RESULTS AND DISCUSSION

Results

Our respondents showed that the majority were male, 31 respondents or 56%. The age of the respondents was between 26 - 50 years as many as 47 respondents or 86%, apart from that the majority had bachelor's and master's degrees as many as 43 respondents or 78%.

Table 1 describes the descriptive statistics of the research variables (performance allowances, work discipline and employee performance). The average respondent's answer was in the interval 17.64 to 34.55 for all variables. This response shows that the respondent agrees with this variable.

Tabel 1

Descriptive statistics					
	N	Minimum	Maximum	Mean	Std. Deviation
Performance Allowance	55	10	20	17.64	2,482
Work Discipline	55	14	20	17.93	1,608
Employee Performance	55	27	40	34.55	3,304
Valid N (listwise)	55				

After carrying out a series of fit, normality and classical assumption tests, we obtained a constant value of 5.058 and a regression coefficient of 0.733 (TK) and 0.924 (DK), resulting in a multiple linear equation as follows:

$$Y = 5.058 + 0.733 X_1 + 0.924 X_2 + e$$

Table 3 below shows the results of the T hypothesis test

Table-2. Hypothesis Test Results

H.	Influence		Std. Estimate	S.E	t	P	Information	
1	KP	<- --	Kindergarten	0.551	0.118	6,228	0,000**	Supported
2	KP	<- --	DK	0.450	0.182	5,085	0,000**	Supported

The results of the first hypothesis (H1) show that the performance allowance variable has a positive effect on employee performance. This is proven by the results of the t test which has a calculated t value of 6.288 which is greater than the t table which is 2.0065 with a significance of 0.000 smaller (<) 0.05 and the regression coefficient has a positive value of 0.733 so that the hypothesis (H0) is rejected and (Ha1) accepted.

This shows that performance allowances influence employee performance. The better the provision of performance allowances, the better the employee's performance will be. So that the quality of ASN performance will increase and produce good human resources.

The results of this research are in line with research conducted by Yulandri & Onsardi (2020), Najoran, Pangemanan, & Tangkere, (2018), Saleh & Muhammad (2015) and Ulfha (2018) which states that performance allowances influence employee performance. However, this research is not in line with research conducted by Karim & Fitriani (2019) which states that performance allowances have no effect on employee performance.

The results of the second hypothesis (H2) show that the work discipline variable has a positive effect on employee performance. This is proven by the results of the t test which has a calculated t value of 5.085 which is greater than the t table which is 2.0065 with a significance of 0.000 which is smaller ($<$) 0.05 and the regression coefficient has a positive value of 0.924 so that the hypothesis (H0) is rejected and (Ha2) accepted.

This shows that work discipline influences employee performance. The better the employee's work discipline, the better the performance produced by the employee. And the quality of ASN work is increasing. This is in line with research conducted by Mugiyem(2018), Wahyudi (2019), (Yudiningsih, Yudiaatmaja, & Yulianthini (2016), and Rozalia, Nayati, & Ruhana (2015) which states that work discipline has a significant effect on employee performance. However, this research is not in line with Hanifah's research(2017)which states that work discipline has no effect on employee performance.

CONCLUSION

Based on the research results as described in the previous chapter, conclusions can be drawn, namely:

Performance allowances influence employee performance at the Demak Regency Regional Secretariat. The better the benefits provided, the better the employee's performance. Work discipline influences employee performance at the Demak Regency Regional Secretariat. The better the employee's work discipline, the better the employee's performance will be so that they get optimal work results.

To improve employee performance, it is hoped that agencies will continue to maintain and increase performance allowances for employees, and work discipline because the provision of performance allowances must be adjusted to the workload borne by employees. So that employees feel appreciated and treated fairly. And work discipline is important so that employee performance can be increased.

It is hoped that future researchers will be able to use it as a source of data for further research in the future and carry out further research based on other factors, different variables,

a larger number of samples, different places, more appropriate designs. and stay in touch with performance allowances, work discipline and employee performance.

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