

The Effect of Apparatus Resource Development on Performance Improvement at the Regional Secretariat of Gowa Regency

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ABSTRACT

The purpose of this research paper is to determine the development of Apparatus Resources through education and training in the Gowa Regency Secretariat Office Scope viewed from the aspect of competence and motivation. The data sources in this study were obtained by giving questionnaires or questionnaires to respondents at the Gowa Regency Secretariat . The research design used in this study is a quantitative approach. The research used by the researcher is field research, namely by examining directly the object under study. The results obtained from the comparison of the value of sig. to the level of significance: sig. = 0.002 < 0.05. Because sig. < , the training variable partially (individually) has a significant effect on employee performance. the tcount value is 5.075 and the ttable value is known to be 2,000. By comparing between tcount and t - table, it is found that tcount > ttable = 5.075 > 2,000, because the value of t - count is greater than t - table, it can be concluded that the regression coefficient of the motivation variable is significant. And the results obtained from the comparison of the value of sig. with the level of significance: sig. = 0.000 < 0.05. Because sig. < , it can be concluded that H2 is accepted and H0 is rejected, meaning that the regression coefficient on the Motivation variable partially (individually) has a significant effect on Employee Performance s. The coefficient obtained by the tcount is 2.365 and the table value is known to be 2,000. By comparing between t - count and t - table , it is found that t-count > t - table = 2.365 > 2,000, because the value of t-count is greater than t - table.

Keywords: Motivation; Resources; Performance.

INTRODUCTION

The Indonesian nation in facing the era of globalization requires the ability of Apparatus Resources who are professional and able to provide the best for the nation and state (Farida et al., 2020; Jasi & Bura, 2019; Malik, 2019; Wibowo et al., 2020), in various fields of work. The development of Apparatus resources is a strategic step in an effort to create more professional (Hardiyansyah et al., 2020; Mustainah et al., 2020; Paranoan, 2013; Zainal et al., 2020), synergistic and more authoritative State apparatus and servants in the process of developing functions and tasks both routinely in administration and within the framework of operational technicalities in their respective work units. Apparatus resources are a very important State asset and must receive serious attention, especially in relation to the implementation of various policies,

from the central level to the regional level (Darmi & Suwitri, 2017; Ekayanti et al., 2018; Joseph et al., 2018).

The ability of the Apparatus Resources is one of the determining factors for the success of managing various other resources (Shlobin & Rosenow, 2022). The role of qualified Apparatus Resources is very important in efforts to direct and formulate policies taken by an institution (Bhatnagar et al., 2013; Delis et al., 2017). Apparatus Resources are the institution's most valuable assets and play an important role for the continuity and survival of the organization/institution. Apparatus Resources are also a determining factor for the competitiveness of an organization/institution in this global era.

Thus, Apparatus Resources must at all times be developed, managed and planned to the maximum extent possible such as recruitment, selection, training and development and evaluation in order to realize future goals in accordance with the desired vision, mission and strategy. One of the roles of Apparatus Resource management that is interesting to focus on is the aspect of developing Apparatus Resources through education and training.

The Gowa district secretariat office as an institution for administering government administration, development, and community processes must be able to observe the trend of global developments towards the creation of what is called a clean, transparent and accountable bureaucratic world. Therefore, it must have an absolute commitment to increase the productivity of Apparatus Resources who are able to master technology and have excellent abilities in carrying out the main tasks and functions of the organization.

In empowering the institutions of government and community organizations where science and technology as well as national culture are needed in improving the quality of human welfare, the achievements are sought through: (1) Produce outputs at various levels of knowledge that are responsive to the dynamics of nation building with a global perspective and character. (2) Develop science, technology related to the management of Apparatus resources. (3) Promote and encourage the realization of nationalist values in society.

The problem now is to what extent the performance improvement of Apparatus Resources can be achieved, and how are the existing organizational strategies in anticipating changes in competitive conditions, and are relevant to be applied to improve the performance of Apparatus Resources in order to achieve high Apparatus productivity so that a level of efficiency can truly be achieved. and the effectiveness of services to the general public (Chakraborty, 2011; Mahmud et al., 2018; Othman et al., 2013). These problems are very interesting to be studied in more depth so that an alternative that is beneficial for the development of Apparatus Resources in the secretariat office environment can be found, especially in the Gowa Regency government.

Based on the description as described in the background section, the problem can be formulated in the form of research questions, namely How to Improve the Quality of Apparatus Resources at the Scope of the Gowa Regency Regional Secretariat Office viewed from the aspect of education and training. The purpose of this research paper is to determine the development of Apparatus Resources through education and training in the Gowa Regency Secretariat Office Scope in terms of competence and motivation. The benefits of this research paper are: Practical Use As input for the Gowa Regency Government in the context of preparing programs regarding the development of Apparatus resources in improving quality in carrying out main tasks and performance functions to face global competition in the future. Theoretical use As one of the reading materials in the library and a reference for other researchers related to the problems of developing human resources / apparatus in improving the quality of performance and enriching the treasures and development of science and technology.

METHOD

The research design used in this study is a quantitative approach. The research used by the researcher is field research, namely by examining directly the object under study. The type of research used is associative research which aims to determine the relationship between two or more variables. Population is the total number or object of analysis whose characteristics are to be estimated. In this study, all Civil Servants (PNS) were placed at the Gowa Regency Regional Secretariat office, Sampling was done by using cluster sampling technique. This technical procedure is carried out by grouping according to the work unit, namely the section at the Gowa Regency Regional Secretariat Office.

The source of the data in this study was obtained by giving a questionnaire or questionnaire to the respondents. The variables used in this study consisted of two variables, namely the dependent variable (the dependent variable) which was stated by Y and the independent variable (the independent variable) which was stated by X. The variables related to this study, This study uses a Likert scale which provides five alternative answers to respondents.

Operationally, variables need to be defined which aims to explain the meaning of the research. The operationalization of variables is as follows:

1. Bound Variable (Dependent variable)

Variable (Y) is employee performance , which is a variable whose value depends on other variables. The variable Y in this study .

2. Independent Variable (Independent Variable)

The variable (X1) is the education and training in this study. Education and training is the process of organizing teaching and learning in order to improve the ability of employees by providing additional knowledge and abilities, improving performance, being responsible and in their respective fields of duty. -each.

The variable (X3) is motivation, namely in this study what is meant by Is a series of efforts made by a leader to be able to provide strength in carrying out his duties.

RESULT AND DISCUSSION

Validity and Reliability Test

1. Validity test

Based on the results of the validity test, the correlation number (r count) is obtained, which is greater than the required r table, which is 0.254. Correction Item Total Correlation (r count) for all Education and Training variables (X1), motivation (X2) Employee performance (Y) is between 0.074 – 0.821. These results indicate that the value of r count > 0.254 (r table), thus indicating that all statement items on the Training , Motivation and Employee Performance questionnaire are valid or able to reveal something that will be measured by the questionnaire, so that it can be used for further analysis.

2. Reliability Test

Based on the results of the reliability test of the training, motivation and employee performance variables, the alpha coefficient (Cronbach's Alpha)> 0.60 can be concluded so that it can be concluded that the instrument used is reliable.

Classic assumption test

1. Normality test

Based on statistical tests showed that the normality test with Kolmogorov Smirnov with an Asymp.Sig (2-tailed) value of 0.200 greater than 0.05, the data concluded that the data were normally distributed.

2. Multicollinearity Test.

The results of the calculation of the Tolerance value show that there is no independent variable that has a Tolerance value of less than 0.10, which means that there is no correlation between the independent variables whose value is more than 95%. The results of the calculation of the Variance Inflation Factor (VIF) value also show the same thing that there is no one independent variable that has a VIF value of more than 10. So, it can be concluded that there is no multicollinearity between independent variables in the regression model.

3. Scatterplot He Heteroscedasticity Test

Based on the picture above shows the points spread above and below the number 0 on the Y axis, then the regression model can be said that there is no heteroscedasticity.

Hypothesis Testing Results

1. Coefficient of Determination Test

Based on the output model summary in table 4.10, the value of R Square (adjusted coefficient of determination) is 0.503. This value shows that 50.3% means that the influence of the Education and Training variable (X1), Motivation (X2) affects employee performance (Y) by 54.7%, the rest is influenced by other variables, explained by factors outside of these variables which were not examined in this study. this research.

Table 1
Results of the Coefficient of Determination Image title Model Summary

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of	
1	.709 ^a	0.503	0.477	2.59	

Source: SPSS 2021 Data Source

2. T test (Partial Test)

Table 2
T-Test Results (Partial Test) Image title Coefficients

Coefficients ³						
Model	Unstandardized Coefficients B	Std. Error	Standardized Coefficients Beta	t	Sig.	
1	(Constant)	9.75	2.717		3.589	0.001
	Employee Performance	0.355	0.109	0.333	3.263	0.002
	Motivation	0.576	0.113	0.541	5.075	0
	Training	0.05	0.138	0.038	2.365	0.017

Source: SPSS 2021 Data Source

Based on Table 2 then the model of the multiple linear regression equation is obtained as follows:

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + e$$

$$Y = 9.750 + 0.355X_1 + 0.576X_2 + 0.050X_3 + 0.704.$$

Where :

Y = Employee Performance

X1 = Training (education and training)

X2 = Motivation

e = Standard error

a. Hypothesis Test 1 (Effect of Training and Education on Employee Performance)

The results obtained from the comparison of the value of sig. to the level of significance: sig. = 0.002 < 0.05. Because sig. < , it can be concluded that H1 is accepted and H0 is rejected, meaning that the regression coefficient on the training variable partially (individually) has a significant effect on employee performance, so Hypothesis I is accepted.

b. Hypothesis Test 2 (Effect of motivation on employee performance)

The results obtained from the comparison of the value of sig. to the level of significance: sig. = 0.000 < 0.05. Because sig. < , it can be concluded that H2 is accepted and H0 is rejected, meaning that the regression coefficient on the motivation variable partially (individually) has a significant effect on employee performance. Then Hypothesis II is accepted.

F Test (Simultaneous Test)

test is used to find out together the independent variables, namely Education and Training (X1), Motivation (X2) affect the dependent variable, namely Employee Performance (Y).

Table 3

Test Results f (Simultaneous Test) Image title Anova

		ANOVA ³				
Model		Sum of Squares	df	Mean Square	F	Sig
1	Regression	380.564	3	126.855	18.912	.000 ^b
	Residual	375.619	56	6.707		
	Total	756.183	59			

Source: SPSS 2021 Data Source

Based on table 3 it can be concluded that training and motivation have a simultaneous and significant effect on employee performance .This can be seen from the calculated F value above which is 18.912 which is greater than 2.53 and the probability is 0.000 <0.05, and the Fcount > Ftable. Thus, Fcount > Ftable (18.912 > 2.53), the third hypothesis is accepted.

Discussion

1. The Effect of Education and Training on Employee Performance

The results obtained from the comparison of the value of sig. to the level of significance: sig. = 0.002 < 0.05. Because sig. < , it can be concluded that H1 is accepted and H0 is rejected, meaning that the regression coefficient on the training variable partially (individually) has a significant effect on employee performance , so Hypothesis I is accepted. Based on the results of

the analysis, it is shown that the education and training variable has a significant effect on employee performance. This means the first hypothesis which states that Training and Education on Employee Performance. This is because more and more education and training that is used can fully meet good performance. To obtain a large increase in employee performance, it must be followed by an additional training program.

2. The Effect of Motivation on Employee Performance

From the coefficient table, the tcount value is 5,075 and the ttable value is 2,000. By comparing between tcount and t-table, it is found that $tcount > ttable = 5.075 > 2,000$, because the value of tcount is greater than ttable, it can be concluded that the regression coefficient of the labor variable is significant. And the results obtained from the comparison of the value of sig. with the level of significance: $sig. = 0.000 < 0.05$. Because $sig. <$, it can be concluded that H2 is accepted and H0 is rejected, meaning that the regression coefficient on the motivation variable partially (individually) has a significant effect on employee performance. Then Hypothesis II is accepted. The relationship between labor and productivity that motivation has a positive effect on employee performance. by looking at the need for motivation at the office of the Gowa Regency Regional Secretariat.

CONCLUSION

The development of human resources through training and education has an effect on increasing employee performance. This is because the more often education and training are carried out by employees at the Gowa Regency Regional Secretariat, the more fully they can fulfill the maximum employee performance. To obtain employee performance, it must be followed by the addition of more frequent education and training.

Motivation has an effect on employee performance, meaning that the more often employees are given motivation in work at the Gowa Regency Regional Secretariat, it will increase the performance that will be obtained by employees. Based on the results of the study indicate that simultaneously or together there is a significant influence on training, motivation on employee performance at the Regional Secretariat of Gowa Regency.

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