



## Work Productivity of Employees at The Regional Financial and Assets Management Agency of Konawe District

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### Abstract

The role of professionalism of employees is determined by the level of ability of employees who are reflected through everyday behavior in the organizations. The ability of employees in providing public services leads to the achievement of organizational goals that have been planned previously. The regional financial and asset management agency of Konawe regency. The results showed that the work productivity of the employees of the Konawe district financial and asset management agency can be achieved in terms of aspects, (a) ability, (b) improving the results achieved, (c) the spirit of work, (d) self development, and (e) quality. Factors that influence the work productivity of employees of the Konawe district financial and asset management agency, which consist of factors. Motivation, with the motivation of employees to work more productively, Discipline, namely employees who work by obeying the rules and regulations existing rules, Work, ethics employees at work have character, attitude and ethics. Skills, namely employees in work are supported by work skills acquired through education and training or technical guidance. Education, namely employees who have formal education affect the work ability of employees.

**Keywords** Productivity, Management, Finance and Assets

### INTRODUCTION

Every organization has a vision and mission and goals, in order to achieve the ultimate goal, management absolutely states the direction that will be taken by the organization so that a desired state is realized in the future. Productivity is the ratio between output (results) and inputs (input). If productivity increases it is possible to increase efficiency and work systems, productivity techniques are an increase in the skills of the workforce, as well as the ability of employees to produce compared to the inputs used, there are 3 (three) principles of government administration that emphasize public service:

- a. The principle of the public interest, prioritizing the general welfare in an accommodative, aspirational, and selective way
- b. The principle of openness, the willingness to open up to the public's right to obtain correct, honest and non-discriminatory information regarding state administration.
- c. The principle of professionalism, prioritizing expertise based on a code of ethics and statutory provisions.

### Formulation of The Problem

- a. How is employee productivity in financial management at the regional financial and asset management agency in Konawe Regency.
- b. What are the factors that affect the work productivity of employees at the regional financial and asset management agency in Konawe Regency.



## **Research Purposes**

There are also the objectives of this research are:

- a. Knowing and describing the employee work productivity agency at the Konawe Regency regional financial and asset management agency.
- b. Knowing and describing what factors affect the productivity of employees in the financial and asset management agency of the Konawe Regency.

## **RESEARCH METHODS**

### **Research Sites**

This research will be carried out at the office of the Regional Financial and Asset Management Agency of Konawe Regency. By seeing that this location determination is feasible to study because, among other things, it is based on the consideration that the administration and performance of employees at the regional financial and asset management agency of Konawe Regency, has not been carried out properly according to the rules and regulations. The legislation and provisions on personnel discipline within the scope of the agency and the financial and asset manager of the Konawe Regency have not been implemented as expected.

### **Research Information**

The informants of this research were employees of the Regional Financial and Asset Management Agency of Konawe Regency as many as nine (9) people. Because overall the number of informants was relatively large, then to support the validation of the data needed, the authors determined purposive sampling, namely by determining respondents consisting of the Head, BPKAD, who was also appointed by the researcher as a key informant, the Secretary of BPKAD, and the respective heads of sections/fields, in the office of the Regional Financial Management Agency of Konawe Regency as recipients of services.

### **Source And Type of Data**

#### **a. Source data**

- 1) Primary data is data that can be directly obtained from the research source to be studied, namely the Regional Financial and Asset Management Agency of Konawe Regency as respondents through interviews.
- 2) Secondary data is data obtained from the literature in the form of books, magazines and media, other or previous studies and other reading sources, which are related to research and have relevance to this research.

#### **b. Data Type**

This type of research Descriptive research is a fact-finding with the right interpretation. Descriptive research studies the problems in the Financial and Assets Agency as recipients of services, as well as the procedures that apply to Regional Financial Management, including relationships, activities, views, as well as ongoing processes and influences of existing institutions and phenomena.



### Data collection technique

To obtain accurate data in this study, both primary and secondary data, use the following techniques:

1. Interviews, namely the author conducted direct questions and answers to informants regarding the work productivity of employees at the Regional Financial and Asset Management Agency of Konawe Regency.
2. Documentation, namely the author collects data, studies, records, copies, various documents in connection with Konawe Regency Financial and Asset Management.
3. Observation, namely the author made direct observations of employees of the Regional Financial and Asset Management Agency of Konawe Regency, in carrying out their main duties and functions to achieve employee productivity at the Regional Financial and Asset Management Agency of Konawe Regency.

### Data analysis technique

At this stage all data is collected and clarified according to the data management technique used, while the analytical technique that will be used in this research is descriptive qualitative analysis while maintaining the objectivity of the research after the data and information obtained are then analyzed and interpreted according to the trend of the data that is empirical.

### Research schedule

In carrying out this research will be carried out with the following schedule:

No	Activity	2022			
		March	April	May	June
1	Data collection	√			
2	Data analysis		√		
3	Consultation		√		
4	Results Seminar			√	
5	Script Exam				√

## RESEARCH RESULTS AND DISCUSSION

### Overview of Research Sites

#### a. Employee Conditions and by Gender.

Employee is an important element in the organization of regional apparatuses who are given the responsibility to carry out their duties and functions as state servants and public services. formal education, (Educational Qualifications) and training education that has been followed.

Employees at the Regional Financial and Asset Management Agency (BPKAD) of Konawe Regency are crucial to the realization of the organization's goals. All types of work are carried out by employees with male and female gender.



**Employee Conditions by Gender**

No	Gender	Amount	Percentage (%)
1	Man	34	46.58
2	Woman	39	53.42
	<b>Amount</b>	<b>73</b>	<b>100%</b>

Source: Konawe Regency BPKAD 2019

**b. Employee Conditions by Working Period**

Employees at the Regional Financial and Asset Management Agency (BPKAD) of Konawe Regency, in carrying out their duties and functions consist of employees who have worked for a long time and have just worked as ASN at the Regional Financial and Asset Management Agency,

No	Employee Working Period	Amount	Percentage (%)
1	0-10 Years	43	58.9
2	11-20 Years	26	35.62
3	21-30 Years	3	4.11
4	31 years and over	1	1.37
	<b>Amount</b>	<b>73</b>	<b>100%</b>

Source: Konawe Regency BPKAD 2022

**c. Employee Conditions by Class**

Employees of the Regional Financial and Asset Management Agency (BPKAD) can be seen from the group of employees who carry out their duties and functions at the Regional Financial and Asset Management Agency office which consists of employees of class IV, III, and Group II. different responsibilities, group IV/a 2 people, IV/b, IV/c 1 person III/a 16 people, III/b 22 people, III/c 8 people, III/d 9 0 people, II/a 6 people, II/b 1 person, II/c 5 person, II/d 2 person.

**d. Employee Conditions by Level of Formal Education**

EMPLOYEES AT the Regional Financial and Asset Management Agency of Konawe Regency, can occupy a male position or as staff because of their formal education. Strata 2 (S2) 4 people, Strata 1 (S1) 50 people, Diploma D3 2 people, SMA/Equivalent 17 people.

**e. Work Productivity of the Regional Financial and Asset Management Agency of Konawe Regency**

The position of the Konawe Regency Regional Financial and Asset Management Agency as a regional apparatus organization is to assist the Regent in carrying out government affairs which are the regional authority and assistance tasks in the financial sector. Related to the management of regional finance and regional assets, it is expected to be able to obtain better work productivity.

**1. Ability**

Work productivity of employees at the Konawe Regency regional financial and asset management agency can be achieved with the support of the employee's work ability in completing the work as assigned by the leadership. In relation to the facts disclosed by informants, in measuring employee work productivity is the ability and skill possessed by each person. employees who carry out their respective duties and functions.

**2. Improve the results achieved**

Employees of the Konawe Regency regional financial and asset management agency have achieved maximum results every year. One of these studies revealed that the fact that the work productivity of employees at the regional financial and asset management agency in terms of work results for employees has achieved maximum results in carrying out their duties and their respective functions.

**3. Spirit at work**

Employees at regional financial and asset management agencies in carrying out their duties and functions are always oriented towards better work productivity and are supported by higher morale.

**4. Self-development**

Employee self-development becomes more important for increasing knowledge and skills which will encourage work productivity, as well as through training and education activities in developing the performance of these employees.

**f. Factors that affect the work productivity of financial agency employees and regional assets in Konawe Regency**

The success of carrying out the main tasks and functions of employees at the regional financial and asset management agency in Konawe Regency is determined by several factors, such as motivation, discipline, work ethic, skills and education. finance and assets of the Konawe district.

**CLOSING****Conclusion**

Based on the results of research on the work productivity of employees of the financial and asset management agency in the Konawe district, the authors draw the following conclusions:

1. The work productivity of the employees of the Konawe Regency financial and asset management agency can be achieved in terms of (a) Ability (b) Improve the results achieved (c) Work spirit (d) self-development, employees can be productive because they often follow training or technical assistance (e) Quality.
2. The factors that affect the work productivity of the employees of the Konawe Regency Financial and Asset Management Agency, which consist of: 1) Motivation (2) Discipline (3) Work ethic (4) Skills (5) Education.



## **Suggestion**

Based on the conclusions of this study the authors put forward the following suggestions:

1. Employees need to develop themselves and have quality in their work in order to realize the work productivity of the employees of the Konawe Regency Regional Financial and Asset Management Agency.
2. Employees should have a high work ethic and have the skills and motivation to work so that employee productivity at the Konawe Regency financial and asset management agency can be realized properly.

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