

The Influence of Human Resources Performance on the Organizational Performance in the Regional Organization Device (Organisasi Perangkat Daerah / OPD) in Sukabumi

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Abstract - This study aims to obtain empirical evidence about “The Influence of Human Resources Performance on the Organizational Performance in the Regional Organization Device (OPD) of Sukabumi”. The results are expected to contribute in the development of management science, especially human resource management, and more specifically about the human resources performance, and organizational performance. This research is expected to provide input to the regional organizations device (OPD) in Sukabumi in general, the knowledge and input in optimizing the performance of the institution. The method used is verification analysis. The results showed that the human resources performance of OPD in Sukabumi has not been entirely good, and the organizations performance in regional organizations device (OPD) in Sukabumi has been relatively good.

Keywords - Human Resources Performance, Organizational Performance, Human Resources Management

I. INTRODUCTION

The phenomenon of the many regional organization is strategically involved in the process of regional development implemented by including the principle of empowerment, equitable, democratic, transparent, accountable, responsive and participatory by involving all elements of government agencies, communities and development actors. The resulting regional development aimed at improving the welfare of the community, or process of economic development and the ability of the community, also the achievement of public service objectives. OPD is strategically involved in the process of regional development that has employees with high competence and have optimal performance, but the fact is not the case. In the assessment of LAKIP, there are some strategic OPD but have not been able to get the value, presentation, categories and criteria.

Table 1.
The Recapitulation of the Evaluation of Performance Accountability Reports of Government Agencies (LAKIP)

NO	OPD	SKOR	PRESEN TAGE	CATE GORY	CRITERIA
1	Inspektorat Kota Sukabumi	78.18	74%	B	Baik
2	Sekretariat Daerah	65.37	65%	B	Baik
3	RSUD R Syamsudin . SH	58.72	59%	CC	Cukup
4	Sekretariat DPRD	37.82	38%	C	Kurang
BADAN					
1	Badan Pemberdayaan masyarakat	73.95	74%	B	Baik
2	Badan Perencanaan Pembangunan daerah	71.62	72%	B	Baik
3	Badan Penanaman Modal dan Pelayanan Terpadu	57.22	57%	CC	Cukup
4	Badan Kepegawain, Pendidikan dan Pelatihan	51.6	52%	CC	Cukup
DINAS					
1	Dinas Pemuda, Olah raga, Pariwisata dan Ekonomi Kreatif	73.56	74%	B	Baik
2	Dinas Pertanian, Perikanan dan Ketahanan Pangan	73.26	73%	B	Baik
3	Dinas kependudukan dan Catatan Sipil	68.13	8%	B	Baik
4	Dinas pendidikan dan Kebudayaan	67.44	67%	B	Baik

5	Dinas pendapatan, Pengelolaan Keuangan, dan Aset Daerah	65.65	66%	B	Baik
6	Dinas Sosial, Tenaga Kerja dan Transmigrasi	61.93	62%	CC	Cukup
7	Dinas Kesehatan	58.89	59%	CC	Cukup
8	Dinas Koperasi, Perindustrian dan Perdagangan	58.82	59%	CC	Cukup
9	Dinas Tata Ruang, Perumahan, Pemukiman	57.69	58%	CC	Cukup
10	Dinas Perhubungan	56.1	56%	CC	Cukup
11	Dinas Pengelolaan Sampah, Pertamanan, dan Pemakaman	51.19	51%	CC	Cukup
KANTOR					
1	Kantor Lingkungan Hidup	63.83	64%	CC	Cukup
2	Kantor Kesatuan Bangsa dan Politik	59.72	60%	CC	Cukup
3	Kantor Komunikasi dan Informatika	48.72	59%	C	Kurang
4	Kantor Satuan Polisi Pamong Praja	48.32	48%	C	Kurang
5	Kantor Perpustakaan Umum dan Arsip Daerah	37.25	37%	C	Kurang
KECAMATAN					
ATAN					
1	Kecamatan Lembur Situ	60.38	60%	CC	Cukup
2	Kecamatan Cikole	58.21	58%	CC	Cukup
3	Kecamatan Warudoyong	56.28	56%	CC	Cukup
4	Kecamatan Citamiang	50.5	50%	CC	Cukup
5	Kecamatan Gunung Puyuh	50.42	50%	CC	Cukup
6	Kecamatan Baros	41.19	41%	C	Kurang

7	Kecamatan Cibeureum	32.96	33%	C	Kurang
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Source: Inspectorate Sukabumi

Based on the recapitulation of the evaluation of performance accountability reports of government agencies (LAKIP), showed that SKPD / OPD strategic whose employees have a high quality of human resources should have optimal performance, but the results of LAKIP is not. From the results of evaluation of performance accountability, reports that Sukabumi government agencies still many have low value and criteria are lacking.

II. LITERATURE REVIEW AND RESEARCH PARADIGM

Human Resources Performance

Gomez (2003: 135), revealing that the performance aspects are assessed from an employee include:

1. Quantity of work
The amount of work done in a time period that has been determined.
2. Quality of work
Quality of the work achieved under the terms of suitability and readiness.
3. Job knowledge
Breadth of jobs knowledge and skills.
4. Creativeness
The authenticity of the ideas raised and action skills
5. Cooperation
Willingness to cooperate with others.
6. Dependability
Awareness and can be entrusted in terms of attendance and completion of works.
7. Initiative
Spirit to accomplish new tasks in growing responsibilities.
8. Personal quality
Concerning personality, leadership, hospitality, and personal integrity.

Organizational Performance

Levine et al. (In Nazucha, 2004: 25) mentions five indicators to assess the performance of public sector organizations, it can be described that a public sector organizations are considered to have a high performance or low performance, those can be explained as follows:

1. Productivity,
a measure of how much public services produce the expected, in terms of efficiency and effectiveness.
2. Quality of service,
the image that is recognized by community for the service provided, that people are satisfied or not satisfied.

3. Responsiveness, the ability of organizations to identify community needs, sets the agenda and priorities of service, and develop programs of public services according to the needs and aspirations of the community.
4. Responsibility, the implementation of activities in accordance with the principles of correct administration.
5. Accountability, a measure of how much the policies and activities of public sector organizations are accountable to the public or consistent with their will.

Relationship Between Human Resources Performance and Organizational Performance

Armstrong and Baron (2008: 15) states that the performance is the result of work that has a strong relationship with the organization's strategic objectives, customer satisfaction, and contribute to the economy.

According Dwiyanto, et al (2002: 83) states that the performance of public organizations in Indonesia, basically influenced by two factors, namely internal and external, one internal factors that affect the performance of the organization is human resources, which the organization lives in the neighborhood continuously affect the existence and survival. For this, the organization must always make efforts to strengthen its presence in the environment.

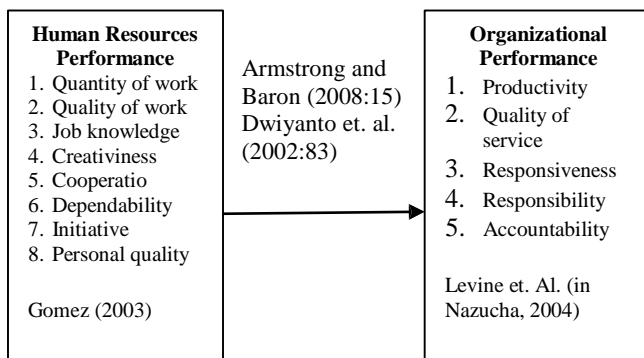
Efforts to do one is to provide added value to the environment through the delivery of a wide range of output produced. This effort is only possible if the organization has competent human resources.

Based on the framework, the research paradigm can be expressed as follows:

Research Paradigm

Paradigm in this research at Figure 1 below :

Figure 1. Research Paradigm



III. METHODOLOGY

Type of research used by the author is a quantitative study, with verification analyzes. This study will describe the influence of HR performance to organizational performance in regional organizations device (OPD).

Object Research is a phenomenon which was adopted as the research problem, and this study examined the two objects, namely:

1. Performance of human resources employees in regional organizations device (OPD) Sukabumi.
2. The Organization Performance in the organization of regional (OPD) Sukabumi.

This study has two types of variables, namely:

- independent variables (affecting), HR Performance (X)
- dependent variable (affected), organizational performance (Y).

The unit of observation in this study is the organization of regional (OPD) in the city of Sukabumi, total 48 people. While the location was done at the OPD Sukabumi. The sample in this study is the use of the entire population as a sample for the population is homogeneous.

IV. RESULTS

Herewith the result of hypothesis testing at Table 2 bellow:

Table 2. Hypothesis Testing

Hypothesis	Correlation coefficient	T _{hitung}	T _{tabel}	Conclusion
human resources performance affect the organizational performance	0,874	15,596	1,972	H ₀ is rejected, there is a real influence variable X to Y

From the above test is complete causal relationship diagram variable X to Y as follows:

Figure 2. Structural Relationship between Human Resources Performance and Organizational Performance



To determine the influence of the variable X (the performance of human resources) to variable Y (organizational performance) then we use the analysis of the coefficient of determination, which is the square of the correlation values (r) multiplied by 100%.

$$KD = (r^2) \times 100\%$$

$$KD = 0.874^2 \times 100\% = 76,38\%$$

Variable X (performance of human resources) to give effect to the variable Y (organizational performance) amounted to 76.38%. While the remaining 23.62% is explained by other variables not examined in this study. While the path coefficients of other variables outside the variable X is determined through:

$$pY_{1\epsilon 1} = \sqrt{1 - R_{YX}}$$

$$= 0,486$$

From the test results can be seen that the influence of human resources performance to organizational performance amounted to 76.38%, while the influence of external human resources performance variables that affect the organization's performance is equal to 23.62%.

Verification of the analytical results on the effect of human resources performance to the performance of regional organizations device (OPD) sukabumi City, obtained a yield of 76.38%. Thus it can be concluded that the performance of human resources affect the performance of regional organizations device (OPD) Sukabumi.

Based on the research results and observations that have been made on regional organizations device (OPD) of Sukabumi, the author would like to propose some recommendations that would be taken into consideration for the organization or company in human resource development in the future.

Recommendations include:

1. Leaders should pay more attention to matters relating to job satisfaction, especially concerning the relationship between superiors and subordinates, leaders should try to pay attention in the form of an award, the award can be realized in a very simple form, namely a sincere compliment high performance. It is a big impact on the performance of human resources.
2. The organization should be more careful in the placement of an employee at a certain position and can adjust its position with the ability and education employee owned, so there will be no errors in the placement.
3. From the results of the assessment of the performance of employees of regional organizations device (OPD) of Sukabumi, there are aspects of employee performance is still considered low, the amount of work completed. In this case I suggest better management regularly conducts

assessment and evaluation of performance that aims to target setting employee regional organizations device (OPD) of Sukabumi by looking at the activities to be accomplished part and parcel of the environment of regional organizations device (OPD) of Sukabumi through mechanisms that work done for each employee within the scope of the field and part in achieving employment targets

4. The research has some of the factors that influence employee performance and organizational performance. When viewed from epsilon (other factors that influence employee performance and organizational performance) is still quite large, including compensation, competence and motivation. These factors can be examined further by subsequent researchers.

V. CONCLUSION

Based on the research that has been conducted to determine the "The Influence of Human Resources Performance on the Organizational Performance in the Regional Organization Device (Organisasi Perangkat Daerah / OPD) of Sukabumi", it can be concluded that: the test results indicate that the performance of HR statistics on the performance of the organization, which amounted to 76.38% , This shows that the human resources performance has a strong influence on organizational performance in OPD of Sukabumi.

Changes in HR performance will be strongly affected by changes in organizational performance. So to prevent organizational performance fluctuate, OPD Kota Sukabumi can continuously maintain and improve HR performance.

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