

FACTORS AFFECTING THE PERFORMANCE OF MEDAN MAYOR'S OFFICE EMPLOYEES, FINANCIAL DIVISION

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ABSTRACT

The purpose of this study was to find out how work discipline, leadership and appreciation for the achievements of employees of the Regional Finance and Assets Section. In this study, the author employed a quantitative descriptive methodology, which means that they used numbers to describe the study's condition. Techniques for gathering data include observation, interviews, exchanging surveys with staff, and studying the literature. 25 respondents in the Office and Finance Section of the Mayor of Medan Properti region were given questionnaires by the author. A Likert scale is used to measure the variables. The goal is to quantify the independent variable's influence on the dependent variable's dependability, which is 90% ($= 0.05$). Taking the test findings collectively, it can be shown that the Medan Mayor's Office of Finance and Regional Assets' employee performance is positively and significantly impacted by work discipline, supervision, and reward.

Keywords : Work Discipline, Supervision, and Rewards.

1. BACKGROUND

The Medan Mayor's Office Finance Division is one of the government entities that has a key role in managing regional finances and budgets. The Finance Division is responsible for planning, implementing, supervising and reporting finances related to various programs and projects that support city development. Optimal performance of employees in the Finance Division is very important because it is directly related to the efficiency and transparency of public fund management.

In the midst of dynamic economic developments and regulatory changes, Ministries of Finance around the world face pressure to ensure compliance, accountability and efficiency in financial management. Likewise, the Medan Mayor's Office, Finance Division, is no exception to these demands. Therefore, it is important to understand the factors that can influence employee performance in this division so that efforts to improve and increase performance can be carried out effectively.

Previous research in the fields of public administration and human resource management has shown that there are various factors that can influence employee performance in the public sector environment. Several factors that may play an important role in the context of the Finance Division include supervisory factors, work discipline and rewards. However, to improve employee performance effectively, there needs to be a deeper understanding of the most influential factors in the Finance Division.

Therefore, this research aims to identify and analyze factors that can influence employee performance in the Medan Mayor's Office, Finance Division. It is hoped that this research will provide better insight into how to maximize employee potential, increase efficiency, and meet increasing demands in municipal government financial management. In addition, it is hoped that the results of this research will be the basis for the development of better human resource management policies and practices in the Finance Division and similar entities throughout local government.

2. THEORETICAL STUDY

a. employee performance

Employee performance, according to Mangkunegara (2000:66), is the outcome of collective work quality and quantity that an employee achieves while carrying out their duties in line with their obligations the response given to him. Another idea for a performance. Employee performance, according to Robbins (2001:74), is a gauge of the outcomes that depict the scope of an individual's activities in carrying out tasks and attempting to realize personal objectives.

b. Supervision

The concept of monitoring is a form of observation that is usually carried out comprehensively, compared with what is standard and what should be done

(Syaifullah, 2019). The definition of inspection is the process by which the work carried out is reviewed, evaluated and, if necessary, corrected, so that the work is carried out in accordance with the original plan. Supervisory activities are supervisory activities that try to ensure that work goes according to the agreed plan and/or the desired results. Supervision is direct supervision, i.e. supervision carried out by direct superiors themselves without intermediaries, and indirect supervision, namely checks carried out using tools in the form of reports both verbally and in writing (Yasmeari and Putri, 2019).

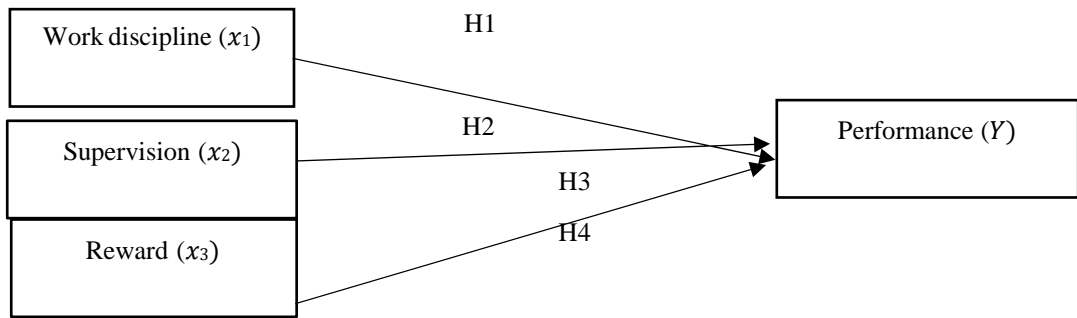
c. Work Discipline

Work discipline is a type of training that aims to enhance and alter employee knowledge, attitudes, and behavior so that employees willingly cooperate with their colleagues and enhance their job performance. Adhering to all organizational policies, utilizing time effectively, being accountable in work and assignments, and maintaining low absenteeism levels (Yasmeari and Emilza, 2019). Work discipline can be described as an attitude of admiration, deference, obedience, and adherence to established written and unwritten regulations, as well as the ability to fulfill them and avoid facing penalties for violating assigned duties and authority. Work discipline entails compliance with the regulations established by the company or practicing self-restraint. Discipline is an individual's readiness and willingness to adhere to the rules established in their surroundings. Strong employee discipline expedites the attainment of the company's planned objectives, while a decline in discipline poses an impediment and hinders the company from achieving its goals.

d. Reward

Bonuses are offered by companies to employees based on sacrifices of time, energy and thoughts. The main objective of this year's rewarding is an effort to increase the sense of acceptance (recognition) in the work environment, which includes aspects related to remuneration and relationships between employees. one another. Remuneration elements include salary and bonuses, welfare, career development and psychological and social benefits. Compensation indicators include salary, incentives, allowances and awards (Apriyanti, 2020). The definition of a bonus is a type of award given by a company to employees who provide maximum performance. (Syaifullah, 2019). The concept of reward is a gift from the company to employees in the form of additional money or goods for good work results. Bonuses are an imbalance offered by a company to employees who work optimally and produce good results (Yasmeari and Putri, 2019).

e. Conceptual Framework



Information:

H₁ : It is suspected that Discipline (X₁) partially influences Performance (Y)

H₂ : It is suspected that compensation (X₂) partially influences performance (Y)

H₃ : It is suspected that the Physical Work Environment (X₃) has a partial effect on Performance (Y)

H₄ : It is suspected that Discipline (X₁), Compensation (X₂) and Physical Work Environment (X₃) on Performance simultaneously influence Performance (Y)

3. RESEARCH METHODS

This study was carried out at the Medan City Mayor's Office, Regional Finance and Assets Agency on JL. Captain Maulana Lubis No.2 District. Medan Petisah, Medan City, North Sumatra 20231. Using quantitative description methods. The population of this study consisted of 25 people. In carrying out tests on data that has been collected and carrying out experiments on research variables, tests such as validity

tests, reliability tests, normality tests and heteroscedasticity tests are applied. The classical assumption test is used to identify whether the regression form obtained depicts the correct regression form. The classical assumption test includes the t test and f test which aims to determine the influence of the independent variable on the related variables either partially or simultaneously. Work discipline (X1) Supervision (X2) Reward (X3) Performance (Y).

4. RESULTS AND DISCUSSION

1. Results of Multiple Linear Regression Analysis

Table 1 Results of Multiple Linear Regression Analysis

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2.447	54.145		-.045	.964
	disiplin (X1)	.462	.348	.268	1.328	.198
	pengawasan (x2)	-.098	.249	-.081	-.394	.698
	reward (X3)	.717	.476	.311	1.506	.147

a. Dependent Variabel : Performance (Y)

Source: Primary Data, Processed with IBM SPSS

The multiple linear regression analysis equation based on table 1 is: $Y = -2,447 + 0,462X1 + 0,098X2 + 0,717X3 + e$

The description of a model similar to multiple linear regression is as follows:

$\alpha = -2,447$; This means that without the impact of Work Discipline, Supervision and Rewards, Performance would already be -2.447 percent.

$b1 = 0,462$; This shows that the better the discipline, the better the performance. The regression coefficient value for discipline is 0.462, which means that for every additional unit of discipline, performance increases by 46.2 percent.

$b2 = 0,098$; Explains the increase in supervision that improves performance. The compensation regression coefficient value is 0.098, which means that for every increase in supervision units, performance increases by 9.8 percent.

$b3 = 0,717$; Explain that adding or increasing skills causes a decrease in performance. The regression coefficient for rewards is 0.717, meaning that for every one unit increase in reward, performance increases by 71.7 percent.

2. Partial Test Results (t Test)

Table 2 Partial Test Results (t Test)

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		

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1	(Constant)	-2.447	54.145		-.045	.964
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Source: Primary Data, Processed with IBM SPSS

From table 2 above, it can be seen that the partial test for each variable with the table value obtained is $df = n - k$ ($df = 35 - 4 = 31$) with a significant level of 0.05, which is

2.060 greater than t_{count} , so in this study Discipline, supervision and rewards have an impact significant to performance.

3. Simultaneous Test Results (F Test)

Table 3 Simultaneous Test Results (F Test)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regressio n	135.718	3	45.239	1.353	.284 ^b
	Residual	702.042	21	33.431		
	Total	837.760	24			

a. Dependent Variable: Performance (Y)

b. Predictors: (constant), Reward (X3), Supervision (X2), Discipline (X1).

Based on table 3 above, simultaneous testing can be seen that F_{count} of Discipline (X1), Supervision (X2), and Reward (X3) on Performance (Y) is 1.353 while F_{table} is 3.07 ($F_{count} 1.353 < F_{table} 3.07$) and a significance value of $0.284 > 0.05$. So it can be perceived that the variables (X1) Discipline, (X2) Supervision and Reward (X3) together do not have a substantial influence on Performance (Y).

4. Coefficient of Determination Test Results (R2 Test)

Table 4 R2 Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.402 ^a	.162	.042	5.78192

a. Predictors: (constant), Reward (X3), Discipline (X1), Supervision (X2)

From table 4 it can be seen that the Adjusted R Square figure is 0.162 or 16.2%. The magnitude of the coefficient of determination above refers to the variables Discipline (X1), Supervision (X2), and Reward (X3) which together influence the performance variable (Y) by 16.2%. Meanwhile, the remainder (100% - 16.2% = 83.8%) is influenced by other variables not examined in this research.

DISCUSSION

The hypothesis test indicates that work ethic has a notable impact on performance. This demonstrates that the higher the level of employee's discipline, the better their performance at the Medan Mayor's Office, Regional Finance and Assets Division. The implication of the hypothesis test reveals that oversight has a significant influence on employee performance. This is supported by the desired outcomes observed in employee's work performance. The findings of the hypothesis test indicate that incentives do not have a notable impact on employee performance.

5. CONCLUSIONS AND RECOMMENDATIONS**1. Conclusion**

Based on the research results, it can be concluded as follows:

a. According to the F test, the impact of control (X1), oversight (X2), and incentive (X3) can have a positive and unique influence on employee effectiveness simultaneously or at the same time in the Medan Mayor's office for Regional Finance and Assets.

b. The t-test for the control variable (X1) has a distinct and tangible effect on the effectiveness of employees at the Regional Finance and Asset Agency in the Medan Mayor's Office. Oversight (X2) has a positive and significant effect on employee effectiveness at the Medan Mayor's Regional Finance and Asset Agency. The incentive (X3) does not have a significant effect on employee effectiveness in the Medan Mayor's office for Regional Finance and Assets.

c. Based on the calculation of the coefficient of determination (R²) of 0.162, it demonstrates that the correlation between control (X1), oversight (X2), and incentive (X3) is fairly close to employee efficiency at the Medan Mayor's Office, Finance and Regional Assets Section.

2. Suggestion

Based on the findings of this study, the author aims to offer recommendations or contributions to the Medan Mayor's Office for Regional Finance and Assets. Hopefully, the suggestions provided can be put into practice.

1. It is desired that the Medan Mayor's Office for Regional Finance and Assets will uphold work discipline by giving careful consideration to work standards, so that each employee in the organization strives to meet or surpass the work standards established by the Medan City Government.

2. The oversight provided by the organization on employee performance has a significant impact, hence the Medan Mayor's Office for Finance and Regional Assets should ensure the maintenance of employee performance.

3. It is requested that the Medan Mayor's Office, in relation to regional finance and assets, give greater attention to Incentives. Although this study indicates that Incentives do not influence employee performance, they do aim to cultivate a sense of acceptance (recognition) in the work environment, which pertains to aspects of compensation and the relationship between co-workers.

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