Factors Affecting The Performance of Civil Servants District Health Department Boven Digoel

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Abstract

Each agency will never escape from it the factors that influence employee performance is one of the important problems in driving employee productivity, due to improving employee performance takes a good working environment and comfortable to support the productivity of the employees. This study uses a quantitative approach to collect the data through a questionnaire survey. The sample in this study as many as 50 employees with total sampling technique. Data were analyzed using multiple regression models with SPSS version 21. The results of the analysis can be concluded that: first, the results of multiple regression showed partial incentive effect on employee performance and simultaneously discipline, style of leadership, education and training, motivation, incentives and work environment affect the performance of employees at the district health office Digoel. This is indicated by t value of 2.546 with a significance value of 0.015 (p <0.05), and Fhit amounted to 3.594 greater than the value Ftabel amounted to 3.26 (Fhit> F table) with 0.006 significance value less than 0.05 alpha.

Keywords: discipline; leadership style; education and training; motivation; incentives; working environment; performance.

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1. Introduction

Special Autonomy (Otsus) Papua Province provides a thorough change in the Papua provincial government management in real time, in the context of the Unitary Republic of Indonesia (NKRI). This change provides a strong indication that the central government give confidence to the Provincial Government of Papua, to manage their own region to be able to align themselves and keep pace with development in Papua. In line with the above proficiency level DHO Digoel with Vision "People Healthy, Productive Forward and Mandiri" It so clear that the health sector is a very important aspect in the development process in general. Therefore functions in human resource management must be implemented optimally so that the needs relating to individual objectives, organization or institution can be achieved [1,2]. Human resources are defined as the total of people in the organization who contributed to the running of the organization. As the main resource of the organization, the full attention to human resources should be provided mainly in the environmental conditions of uncertainty. In addition it should be noted that the placement of the right employees do not always lead to success. Environmental conditions are likely to change and career planning within the organization requires the organization constantly make adjustments. Entering the new millennium era in this era of globalization and our future competition that occurs is the global nature and of changes in economic conditions caused many organizations undertake restructuring measures. This will support organizational paradigm change from the mediocre (traditional) to keep abreast of the times (modern). These conditions must be clearly understood and prepared proportionally.

This preparation is particularly on the issue of human resource quality with qualifications in accordance with the current world developments. Therefore, improving the performance of human resources (HR) is very important in the effort to improve service to the community, so it needs to be pursued continuously and berkesi sustainabil- in facing the demands masyarakat.dalam this case the people who need the service of education and training both formal and non-formal [3-6]. DHO Digoel as one of the regions are always required to work and serve the community as much as possible and use the time as efficiently as possible so that a given job can be done in accordance with what is expected so that community needs can be met. The fact that there were many civil servants Health Department Digoel present sometimes do not know what will be done and start from where, if there is no task that is given then they just sit around while discussing issues that occur either through electronic media and media print even the problems that occur in their neighborhood, especially when there is no work mareka out to look for something that is a requirement of their family, sometimes absent due to seek additional income elsewhere, it is not desirable for a civil servant, because before becoming employees of civil servants are still in the status of contract / honorarium so eager to do the job and sometimes even ask for a job to be done even if not on the field, but it is unfortunate so appointed civil servants and earn full, the spirit was good now beginning to decline (slack) , This condition does not occur for all civil servants, there are a loyal and dedicated both want to work because she desperately needed the job but some are thought important monthly salary, these problems occur in almost all places in Indonesia. The condition is what spurred the author to want to know clearly what factors are affecting the performance of civil servants in the District Environmental Health Office Digoel as mentioned above so that civil servants do not perform the duties and responsibilities well [7,8]. Referring to the background of this idea, the authors raised the title: "Factors Affecting Performance On Civil Servants Health Department Kabupeten In Digoel".

2. Materials and Methods

This study was a causal associative research using kuantiatif approach. Associative causal research is research that aims to determine the effect of two or more variables. This study will explain the relationship affects and is affected of the variables to be studied. A quantitative approach is used because the data used to analyze the relationship between variables will be expressed numerically. This study linking the effect of employee discipline, leadership style, motivation, education and training, incentives and work environment on employee performance. In this study, sampling was not done because the population is limited, so do the methods of the census the total population as respondents or also known as total sampling. Thus, the samples used in this study is overall employee at the office of the District Health Office Digoel totaling 50 people.

3. Results

3.1. Characteristics of Respondents

This study examined the effect of employee discipline, leadership, motivation, education and training, incentives and environment Work on the performance of employees at the District Health Office Digoel. The collection of data with the deployment of 50 questionnaires to employees of the District Health Office Digoel The characteristics of the respondents which include age, gender, education and training, length of service and class shown in the following table.

Dari tabel 1 di atas menunjukkan bahwa responden didominasi berusia diatas 50 tahun sebanyak 34 % . Mayoritas responden adalah laki-laki sebanyak 54 % , mayoritas responden bependidikan dan latihan S1 sebanyak 54 %, dan mayoritas responden yang lama bekerja antara 10 - 20 tahun sebanyak 48 %, serta mayoritas responden berada pada golongan III sebanyak 68 %.

3.2 Deskripsi Jawaban Responden

In this section will be presented descriptive data of the independent variables and the dependent were used in this study. Variabel¬-variables used in this research is a discipline (X1), leadership (X2), motivation (X3), education and training (X4), incentives (X5), work environment (X6) on employee performance (Y). Descriptions of each variable are shown in the following table.

Table 2 shows that the standard deviation value for all of the factors is very small compared to an average value, it is also indicated that the acquisition of a good result. If you look for a comparison of all the factors seen that the average incentive factor gain value is relatively low when compared to an average value of other factors, this indicates that the need for improved and improvement in these factors in an effort to meet the performance of the employees. The highest mean value obtained statement of work discipline factor, indicating that labor discipline is needed by employees. This will affect the necessary attention of employees to the task, the higher the attention they received then automatically they increasingly feel cared in undergoing the process of employee can be met, and vice versa.While other factors, apart from the lowest and highest average already obtained good results, meaning that these factors are very worthy to be maintained.

Table 1: Respondents Characteristics

Characteristics		Respondent	%
Age	< 40 year	21	42 %
	40 - 50 year	12	24 %
	> 50 year	17	34 %
Total		**50**	**100 %**
Sex	Male	27	54 %
	Female	23	46 %
Total		**50**	**100 %**
Education and training	S2	4	8 %
	S1	27	54 %
	Diploma	12	24 %
	SMU	7	14 %
Total		**50**	**100 %**
Working period	< 10 year	6	12 %
	10 - 20 year	24	48 %
	> 20 year	20	40 %
Total		**50**	**100 %**
Section	IV	5	10 %
	III	34	68 %
	II	11	22 %
Total		**50**	**100 %**

Tabel 2: Statistik Deskriptif Variabel

Research Variabel	N	Mean	Deviation standard
Discipline (X1)	50	4,59	0,39
Leadership (X2)	50	4,42	0,49
Work Motivation (X3)	50	4,16	0,65
Education and training (X4)	50	3,88	0,60
Insentif (X5)	50	3,87	0,66
Work environment (X6)	50	4,16	0,70
Performance (Y)	50	4,32	0,48

4. Test Instruments validity

Validity and reliability of research instruments carried on questionnaires about work discipline, leadership, motivation, education and training, incentives, work environment and employee performance. Validity test results data that has been done by using SPSS 21 is obtained as follows:

Table 3: Results of Test Validity

No	Variabel	Question	Koefisien	Prob. Signifikansi	Remark
1	Discipline (X1)	P 1	0,790	0,000	Valid
		P 2	0,818	0,000	Valid
		P 3	0,665	0,000	Valid
		P 4	0,809	0,000	Valid
		P 5	0,744	0,000	Valid
		P 6	0,676	0,000	Valid
		P 7	0,832	0,000	Valid
		P 8	0,602	0,000	Valid
2	Leadership (X2)	P 1	0,658	0,000	Valid
		P2	0,533	0,000	Valid
		P 3	0,714	0,000	Valid
		P4	0,832	0,000	Valid
		P 5	0,850	0,000	Valid
		P6	0,746	0,000	Valid
3	Motivation (X3)	P 1	0,785	0,000	Valid
		P 2	0,848	0,000	Valid
		P 3	0,853	0,000	Valid
		P 4	0,848	0,000	Valid
		P 5	0,872	0,000	Valid
4	Education (X4)	P 1	0,759	0,000	Valid
		P 2	0,935	0,000	Valid
		P 3	0,934	0,000	Valid
		P 4	0,914	0,000	Valid
		P 5	0,925	0,000	Valid
5	Insentif (X5)	P 1	0,626	0,000	Valid
		P 2	0,777	0,000	Valid
		P 3	0,897	0,000	Valid
		P 4	0,906	0,000	Valid
		P 5	0,845	0,000	Valid
6	Work environment (X6)	P 1	0,844	0,000	Valid
		P 2	0,908	0,000	Valid
		P 3	0,954	0,000	Valid
		P 4	0,913	0,000	Valid
		P 5	0,760	0,000	Valid
7	Performance (Y)	P 1	0,836	0,000	Valid
		P 2	0,868	0,000	Valid
		P 3	0,905	0,000	Valid
		P 4	0,933	0,000	Valid
		P 5	0,926	0,000	Valid

Factor analysis in this study conducted by one analysis. In the result that the factor analysis of the 39-point declaration form factor analyzed the significance level of 0.000. Table 3 shows all items loading factor above 0.3 so that all statements used declared invalid can be used further in research.

5. Reliability Test Results

Previously measured data reliability and Validitasya that the data obtained completely reliable and can measure what is desired. Reliability tests conducted to determine the extent to which the results of the measurement of two or more of the same object with the same measuring device, the technique used was Cronbach Alpha.

Hasl based on testing of operational variables that will be analyzed in this study can be summarized in Table 4

Table 4: Results Test Reliability

Variabel	Cronbach's Alpha	Remark
Discipline (X1)	0,880	Reliabel > 0,60
leadership style (X2)	0,824	Reliabel > 0,60
Motivation (X3)	0,893	Reliabel > 0,60
Education and taining (X_4)	0,938	Reliabel > 0,60
Insentif (X_5)	0,873	Reliabel > 0,60
Work environment (X_6)	0,922	Reliabel > 0,60
Performace (Y)	0,936	Reliabel > 0,60

From Table 3 above shows that the Cronbach Alpha coefficients for variables discipline, leadership style, motivation, education and training, incentives and work environment as well as the performance of greater than 0.60 (reliable).

Classical Assumption Test

1. Normality Test Results

Normality test aims to test the data independent variable (X) and data dependent variable (Y) on the resulting regression equation.

Normal distribution or distribution is not normal. The normal distribution if the significance value Kolmogorov Smirnov test> 0.05. Here normality test results in this study:

Table 5: Normality Test Results

		Asymp. Sig. (2-tailed)
Discipline	0,205	0,000
leadership style	0,172	0,001
Motivation	0,204	0,000
Education and taining (X_4)	0,314	0,000
Insentif	0,236	0,000
Work environment (X_6)	0,210	0,000
Performace	0,245	0,000

Table 5 shows that the variable has a value of KZ discipline of 0.205 with 0.000 significance; KZ leadership has a value of 0.172 with 0.001 significance; KZ motivation to work has a value of 0.204 with 0.000 significance; and education and training has KZ value of 0.314 with 0.000 significance, incentives have KZ value of 0.236 with 0.000 significance; KZ working environment has a value of 0.210 with 0.000 significance; and performance has KZ value of 0.000 with 0.000 significance. Kolmogorov-Smirnov test results of all the variables showed significant value <0.05, which means that these variables are not normally distributed.

Test Multicollinearity

Multikolinearitas indicates a perfect linear correlation between some or all of the independent variable .. multikolinearitas test can be conducted by multiple regression analysis using SPSS, and see VIF (Variance Inflation Factor) shown on the output results of multiple regression analysis. If VIF> 10 or tolerance values <0.1, the variables has multikolinearitas problems with other independent variables. Multikolinearitas following test results:

Tabel 6: Resi;ur of Multikolinearitas test

Variabel	Statistik Kolinieritas	
	Tolerance	VIF
Discipline (X1)	0,882	1,134
leadership style (X2)	0,474	2,110
Motivation (X3)	0,625	1,600
Education and taining (X_4)	0,559	1,790
Insentif (X_5)	0,545	1,834
Work environment (X_6)	0,492	2,034

Table 6 shows the VIF of three independent variables that nothing is worth more than 10 and the value of tolerance all free veriabel no less than 0.1. It can be concluded in general does not happen multicollinearity between independent variables.

Test Heteroskidastity

Heteroscedasticity assumption is the assumption in the regression where variants of the residual is not equal to one another observation to observation. If the variance of the residuals of the observations to other observations remain, it is called and if different homokedastisitas called heterokedastisitas. In decision making can be seen from the coefficient parameters, if the significance probability value above 0.05 it can be concluded not happen heteroskedastisitas. Conversely, if the significance probability value is below 0.05, it can be said to have occurred heteroskedastisitas.

Heteroskedastisitas following test results:

Tabel 7: Hasil Uji Heteroskedastisitas

Variabel Independen	t	Signifikansi
Discipline	1,733	0,090
leadership style	0,517	0,608
Motivation	1,034	0,307
Education and taining	1,192	0,240
Insentif	1,157	0,253
Work environment	0,541	0,591

Heteroskedastisitas test results show that the value of variable significance discipline of 0.090 (> 0.05), the leadership of 0.608 (> 0.05), the motivation of 0.307 (> 0.05), education and training amounted to 0.240 (> 0.05) , an incentive of 0,253 (> 0.05) and the working environment of 0.591 (> 0.05), it can be concluded that there is no heteroskedastisitas.Hal can also be seen on the plots scattered and does not form a specific pattern.

4. Discussion

a. Influence Factors Discipline, Leadership, Motivation, Education and training, and environment are the Work Incentives Simultaneous on Employee Performance

Based on the results of testing hypotheses F test showed Fhiit value greater than F table (3.594> 3.26), indicating that the independent variables are jointly or simultaneously proved to be a significant effect on employee productivity. These results are supported by a correlation coefficient of 58%, which indicates that

there is a strong relationship and positive. While the value of R square of 0.334 or 33%, this indicates that jointly Independent variables explain or show its influence on employee performance by 33%, while the remaining 67% are influenced by other factors outside of the study.

b. Influence Factors Discipline, Leadership, Motivation, Education and training, Work Incentives and environment are partially on employee performance.

Discipline variable (X1) has a t value of 0.516 with a significance value of 0.608 (p> 0.05), which means there is significant influence but not between variable discipline with the employee's performance. The research was conducted within the Porcupine District Health Office, Evidence partial hypothesis, using t-test showed no significant disciplinary effect on employee performance. Discipline is the awareness and the willingness of a person to obey all the rules of organization and social norms that apply. As for the meaning of consciousness is the attitude of someone who voluntarily comply with all regulations and are aware of their duties and responsibilities. While the meaning of willingness is an attitude, behavior and actions of a person that complies with both the written and [9-11]

The results of this study concluded that the discipline of work menberi less would have implications for the performance of employees. In order to ensure order and the smooth execution of work duties, regulation is a necessity that should be implemented and sanctions can be applied if this requirement is not implemented or violated. The state of the above indicates that to meet and improve the performance of employees in each organizational unit should take into account the work discipline so that the vision and mission in the District Health Office Digoel can be achieved.

c. Effect of Leadership on Employee Performance In leadership variable (X2), has a value of t

amounting to 0.166 with a significance value of 0.375 (p> 0.05), which means there is no significant influence between the variables of leadership with employee performance at the district health office Digoel. In giving the task of leadership is also always tell precisely what he had done with the clear, and consult with employees when making decisions. Good governance has been perceived by employees need didukungan and further improved so that the goals of the organization to realize the vision and mission will be achieved optimally. The results of this study are supported by good leadership. Leaders at the District Health Office Digoel can provide an example, encouragement and giving a boost to the staff. In the implementation of labor leaders to be fair, honest and have the initiative in realizing the vision and mission in the district health offices Digoel. Good leadership will make employees feel comfortable with his position and can be fused with the leader. A harmonious relationship will create a pleasant working atmosphere and will affect the performance of his duties melaksankan preformance.

d. Influence of Work Motivation on Employee Performance

At work motivation variable (X3), has a t value of 0.993 with a significance value of 0.865 (p> 0.05), which means there is no significant influence between work motivation with employee performance at the district health office Digoel. Can be explained that the motivation of the employees who work less due to several factors

such as the attention of the leadership of the needs of employees, lack of communication, positioning / notch employees who are not precise, and the incentives are not appropriate. With all the needs of a person required to be more enterprising and active in the work, to achieve this it is necessary motivation in doing the job, because it can encourage a person to work and is always willing to continue its efforts.

e. Influence Education and training Against Employee Performance

Education and training in the variable (X4), has a significance value of 0.117 (p> 0.05) were not significant between the variables of education and training with employee performance at the district health office Digoel. Can be explained that the education and training of employees have not significant effect on the performance of employees at the district health office Digoel. Mangkuprawira [13] argues that education and training and training for employees is a process of teaching specific knowledge and expertise as well as attitudes to be more skilled and capable employees in carrying out their responsibilities with more and better compliance with the standards. Training improves skills, competence, skills, organizational productivity, and employee performance to be good which will then create the effectiveness and efficiency in every field of work, and will lead to success for an organization in achieving its objectives.

f. Effect of Incentives Against Employee Performance

Incentives in the variable (X5), has a t value of 2.546 with a significance value of 0.015 (p <0.05), which means there is significant influence between the variables incentives with the performance of employees at the district health office Digoel. Can be explained that The effect is positive and significant, meaning that the incentives given to employees agencies can motivate employees to work harder and result in increased employee performance. According Veeithzal Rival-Ella Jauvani sagala (2009: 767 states that: the main purpose of the incentive is to give responsibility and encouragement to employees in order to improve the quality and quantity of his work. As for the company, incentives as a strategy to increase the productivity and efficiency of companies in the the face of increasingly fierce competition, where productivity becomes a very important thing.

g. Work Environment Effect Against Employee Performance

Based on the results showed no significant influence between work environment with employee performance with a value of p = 0.456 (p> 0.05). The results are consistent with states there is no relationship between the working environment and labor discipline in the network environment LKMS BMP Muamalat Indonesia DIY centers with significant value 0.707. The work environment is a whole tool tooling and materials encountered, the neighborhood where a work, working methods, as well as the arrangement works both as individuals and groups [13]. A supportive work environment is conducive security situation so that in conducting employee services are not compromised and employees safe at work, away from the noise, lighting, ample work space, good ventilation space, the availability of sufficient office equipment. Circumstances had a good working environment needs to be improved so that the performance of employees will be increased. The work environment is very influential on the performance of employees, so each organization must seek work

environment so as to provide a positive influence on employee job done. It is expected to be more optimal employee performance again in service to society.

5. Conclusion

Based on the analysis and verification of hypothesis in the previous chapter can be concluded as follows:

1. Based on the analysis and discussion showed that simultaneous or jointly variable work discipline, leadership, motivation, education and training, incentives and working environment significantly influence employee productivity district health office Digoel. This means that if the six independent variables can be implemented and run well then able to provide or improve employee productivity district health office Digoel. 2. From the analysis and discussion of incentives variable partially significant effect on work productivity, while variable work discipline, leadership, motivation, education and training, and the work environment does not significantly influence employee productivity. This indicates that the incentives are fine-tuned will provide incentives for employees to perform the duties and responsibilities well, resulting in better labor productivity. 3. The third hypothesis stating discipline variables have a dominant influence on employee performance at the district health office Digoel. In this case the incentive factor must be maintained and improved again so that employees are more eager to work.

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