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The Level of Performance of Noncivil Servant Employees at Universitas Jenderal Sudirman.

Retno Kurniasih ^{1*}, Siti Zulaikha Wulandari ², Ratno Purnomo³

^{1*}Universitas Jenderal Soedirman, retno.kurniasih@unsoed.ac.id., Indonesia

²Universitas Jenderal Soedirman, zulaikha.wulandari@unsoed.ac.id, Indonesia

³Universitas Jenderal Soedirman, ratno.purnomo@unsoed.ac.id, Indonesia

*retno.kurniasih@unsoed.ac.id

ABSTRACT

This study aims to know the level performance employee Non civil professionals at Universitas Jenderal Soedirman based on perception from respondents. S This research is descriptive and quantitative. The method used in a study is the survey method. Data collection is carried out with the use questionnaire. The population target in the study is employee noncivil servant professionals at Universitas Jenderal Soedirman. Sample in a study this determined with non-probability sampling technique, namely with purposive sampling method several 110 respondents. Research results state that the performance of employee noncivil servant professionals at Universitas Jenderal Soedirman is high.

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Keywords: Employee Performance, Non-PNS Employees, General University Sudirman.

1. Introduction

College high in Indonesia is critical to reaching success and prosperity. Universitas Jenderal Soedirman is a state higher education institution that contributes to high-quality achievement education. Universitas Jenderal Soedirman has employees consisting of civil servants and professional non-civil servants.

Though status as employee noncivil servant professionals, they also have enough role crucial because burden work and duties employee noncivil servant professionals like civil servants. Employees both civil servants and employee noncivil servant professionals assigned to units needing complete duties and obligations. Besides that, noncivil servant professionals also get equal rights related to regulation leave and indiscipline employees. It can almost be confirmed that there is a significant difference between civil servants and employee noncivil servant professionals while at the institution.

Significant differences between civil servants, and noncivil servant professionals can be seen in salaries, benefits, and other forms of compensation. Educational staff employees and noncivil servant professionals get nominal salaries and benefits not as big as the salaries and benefits of civil servants each month. Though there are gaps in salary, benefits, and forms of compensation, other power education professional noncivil servants choose permanent show performance comparable tonperformance shown by civil servants to the institution. Sample Evaluation Performance Work and Target Work Employee education employee noncivil servant professionals and civil servants who are writers earn from sub-employee give Support statement that shows that score performance professional noncivil servants and civil servants alike good.

Table 1. Sample Data Average Performance Assessment

Employee Status	Target Work Employee (SKP)	Behavior Work	Amount	Information
Noncivil servant	54.99	35.86	90.86	Very Good
civil servant	55.96	35.73	91.69	Very Good

Source: Produced by researchers, 2021

Table 2 illustrates the average score on the Assessment Performance Work and Target Work Employees PNS and Non-PNS. From the table, there is no significant difference between the average value performance of civil servants and employees of noncivil servant professionals. This phenomenon is a boost for a study that power education employee permanent noncivil servant professional survival and performance same with civil servants through salary, benefits, and forms compensation others that they accept different with civil servants.

The phenomenon that happened at Universitas Jenderal Soedirman left behind with Theory Justice. Robbins and Judge (2008) explain that employee will stay loyal to the organization if an employee feels satisfied with the existing justice of an organization. The essence of the theory of justice is that an employee could attempt to get more salary, benefits, and compensation immense or reduce performance in the organization if the salary, benefits, and compensation received _ are inadequate (Siagian, 2013). In reality, the salary, benefits, and forms of compensation others obtained by Non-civil servants different from civil servants, however they permanent show good performance and last.

Destination from the study is for analyzing employee noncivil servant professional performance at Universitas Jenderal Soedirman. Expected with a study, this so will be known more in again about level performance employee noncivil servant professional at Universitas Jenderal Soedirman.

2. Literature Review

Performance is the result of work by the quality and quantity an employee achieves in doing his job by not quite enough of the answer given to him (Mangkunegara, 2014). Performance word is an abbreviation from kinetics energy equivalent work (Wirawan, 2013).

Employee performance is the results work well by quality nor the quantity achieved by a person in doing Duty in accordance not quite enough the answer given (Robbins, 2012). Other opinions about employee performance are results of the work process specific by planning on time and place from the employee as well as the organization concerned (Mangkuprawira & Hubeis, 2013). To work effectively and appropriately with the target organization, the organization must have performed good employees that is, doing their duties in a reliable way (Simamora, 2011).

Employee performance needs purposeful assessment to give opportunity career to the employee in thing good performance or impaired so that the company could offer appropriate salary, promotion, and evaluation to every employee. Evaluation work is the material made consideration intake decision field employment to support performance company with see the appraisal process personality, behavior work, and results work employees (Munandar, 2008).

The company does evaluation performance based on consideration when an organization needs objective evaluation. Evaluation performance also delivers objective information to manager for giving compensation by big not quite enough the answer carried and the number of Contributed achievements to company. All these aims motivate and stimulate every part for more effective and efficient work.

3. Research Methodology

Three Box Method for Index Analysis

Analysis index answer aims to know description descriptive respondents in a study. Especially about variable research used. Assessment technique used in a study this is with score maximum five and minimum 1, then calculation index answer respondent with the formula:

$$\text{Index value} = \{(\% F1 \times 1) + (\% F2 \times 2) + (\% F3 \times 3) + (\% F4 \times 4) + (\% F5 \times 5)\} / 5$$

Where:

- F1: Frequent respondents who answered 1 of the plier's scores used in the list of questions.
- F2: Frequent respondents who answered 2 of the plier's scores used in the list of questions.
- F3: Frequent respondents who answered 3 of the plier's scores used in the list of questions.
- F4: Frequent respondents who answered 4 of the plier's scores used in the list of questions.
- F5: Frequent respondents who answered 5 out of pliers were used in the list of questions.

The range 100 (10-100) will result in a range of 30 to be used as the basis of the interpretation of the index value. The use of 3 boxes (Three-box Method) is divided as follows (Ferdinand, 2006, p. 273):

10.00 - 40.00 = Low
40.01 - 70.00 = Medium
70.01 - 100 = High

4. Results

Employee performance noncivil servant professional at Universitas Jenderal Soedirman poured to in the 19 question items illustrated by table 2 below this.

Table 2 Answer Employee Performance Respondents Non-PNS Professionals at Unsoed

Question	Score					Amount Frequency	Index
	1	2	3	4	5		
Quality work I good in 3 months last.	1	5	14	50	35	4.076	81.52%
Within three months, the quality of work increased compared year then	2	4	15	50	34	4.048	80.95%
I did it plan profession I so that done appropriate time	0	6	12	63	24	4,000	80.00%
I work according to target results end work I	1	7	13	65	19	3,895	77.90%
I can remember the target results that must be achieved in the profession I	2	5	11	70	17	3,905	78.10%
I feel it easy in arrange priorities in my profession.	1	5	13	61	25	3,990	79.81%
I can separate the problem mainly from the problem side in place work	0	5	10	66	24	4.038	80.76%
I can do profession I with good with a small quantity of time and energy	0	7	14	61	23	3,952	79.05%
I need a short time _ for complete Duty profession I than the time that has been determined	2	5	14	62	22	3,924	78.48%
I'm complaining about things that are not critical moment currently work	1	6	12	70	16	3,895	77.90%
I made problem Becomes bigger than before done	0	6	15	61	23	3,962	79.24%
I focus on aspects negative of the situation work, no aspect positive	0	6	13	60	26	4.010	80.19%
I speak things negative about the profession I with colleague work	0	5	16	60	24	3,981	79.62%
I speak with people from the outside organization about the negative aspect profession I	0	8	12	67	18	3,905	78.10%
I did it on purpose work slow	0	7	18	59	21	3,895	77.90%
I did it on purpose to leave the profession so that others should finish it	1	4	17	60	23	3,952	79.05%
I behave Rough to someone on the spot work	0	5	17	62	21	3,943	78.86%
I fight with a colleague, work, leadership, or other academic community	1	3	23	55	23	3,914	78.29%
I did it on purpose to make an error	2	2	18	60	23	3,952	79.05%
Average Score							79.20%

Source: processed the data year 2022

Table 2 shows the index average value variable performance of employee noncivil servant professional at Universitas Jenderal Soedirman shows figure 79.20% and includes to in category high. That thing shows a trend in answering respondents about performance in category high. Respondents consider that the performance variable employee is essential. That is proven with a score number more index _ extensive than 70% (Ferdinand, 2006, p. 273). The index value highest is question item 1, item 2, item 7, item 12, and item 3, meanwhile score index Lowest namely on questions item 4, item 10, and item 15.

5. Discussion

Based on results analysis using the Box Method for Index Analysis, five indicators are considered the most critical respondent in shaping the performance of employees. The first relates to the respondent's perception of quality work during the last three months. Quality work gets the score index highest by 81.52%. This shows that the quality of work employees is noncivil servant professionals at Universitas Jenderal Soedirman.

Next is the respondent's perception about the enhanced quality of work employees compared with years ago. Enhancement quality work also gets a score index of 80.95%. This shows that the enhancement quality of work employee noncivil servant professional at Universitas Jenderal Soedirman is high.

The third indicator is that employees could be professional with particular main problem and problem side in place work, which is 80.76%. This thing shows if an employee noncivil servant professional at Universitas Jenderal Soedirman is already skilled in separate among main problem problem side problem in place work.

The indicator next focuses on aspects positive from situation work, no aspect negative, with a score index of 80.19%. This shows that employee noncivil servant professional at Universitas Jenderal Soedirman focuses more on positive than negative aspects of the situation work.

Indicator fifth considered _ employee critical to success in plan profession so that done appropriate time with score index by 80.00%. This means that employee noncivil servant professionals at Universitas Jenderal Soedirman succeed in organizing the job they could solve appropriately..

6. Conclusion

Based on results box method analysis using number index conclude that five indicators are considered necessary by respondents in build performance good employees, including quality work, upgrade quality work, be professional in the forge work, focus on aspect positive and success in plan job. Implications that the institution can carry out could increase employee performance through the fifth enhancement aspect. For example, the institution could increase the quality profession with stage training work, build an environment of comfortable work, and provide descriptions of straightforward jobs to every employee.



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