

**ESTIMATE THE DETERMINATION COEFFICIENT OF FACTORS AFFECTING
EMPLOYEE PERFORMANCE AND ORGANIZATIONAL PERFORMANCE IN
SECRETARIAT OF ACEH HOUSE OF REPRESENTATIVE**

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ABSTRACT

The purpose this study is to test the effect of political culture, discipline and education and training on employee performance and organizational performance in the Aceh House of Representatives (DPRA) Secretariat. The object is The DPRA Secretariat and the population is all its civil apparatus, as much as 380 employees. The sample is determined using the simple random sampling and takes 35% of the population so that a sample is as much as 133 respondents. The analytical model used is the path analysis model. The result shows there is a significant and positive influence of political culture, discipline and training on employee performance performance, and there is a significant and positive influence on the political culture, discipline, training and employee performance on organizational performance in DPRA Secretariat. The discussion is focused on the determination coefficient to see the magnitude of the effectiveness of the influences. This causality test results contribute to the update of causality theories. The originality is in the integration model from the previous theories and research, and the limitation lies in the amount of variables and object. This also gives a view for managers related to develop more their plan to make the variables in high performance.

Keyword: Political Culture, Discipline, Training, Employee Performance, Organizational Performance.

1. INTRODUCTION

Performance is an achievement in carrying out an obligation that will be able to be obtained by an individual, company or agency by maximizing the competencies possessed and the abilities that have been determined to obtain a vision / mission of the organization / company. Performance can also be said to be an appearance that performs, applies and produces a goal, both physical and non-physical and in accordance with applicable regulations, functions and duties must be based on knowledge, attitudes, skills, and motivation of individual actors.

The implementation of government and national development certainly depends on the performance itself which is carried out by the civil apparatus of a country that is specifically Civil Servants. In order to realize a goal and also the target of a national development by realizing a civil society that is law-abiding, civilized, democratic, just and prosperous and has high morality, of course it needs civil servants who serve as public servants and are able to carry

out various services that are fair and equitable to the whole community and based on justice, and obedience to legislation some of the factors that also affect a performance are the culture of political actors. To be able to understand the definitions in politics, we must first understand the meaning contained in culture and politics first. Culture is a Sangsekerta language, namely buddhayah, another form of Buddhism that has a sense of reason, Culture is a meaning that has a relationship with reason or thought. Culture is also a number of positive activities produced by humans based on their reasoning abilities. The characteristics that we often encounter from culture are things that are continued, studied, and inherited, living side by side with the community, constantly developing and changing, and can also be integrated.

Political involvement is an important aspect in a democratic state arrangement, as well as a special feature of political modernization (Sastroatmodjo, 1995). Globally political participation is an individual activity or group of people to actively participate in political life, including by choosing one of the leaders of the country and directly or indirectly always influencing government policy (public policy). This activity covers a number of actions such as giving opinions in general elections and others (Budiardjo, 2008).

Political culture, is also a part of culture in the community with a more specific characteristic. The meaning of political culture includes the issue of legitimacy, arrangements for a power, a process of making government policies, activities that exist in national and local political parties, the integrity of state civil apparatus, and also the movement of the community towards the powers that carry out government. Political activities also take part in the religious activities, social and economic activities, social and personal life in a broad manner. So, therefore, political culture can be concluded directly influential in political life and determining nationally circular decisions concerning patterns of allocation of community resources (Budiardjo, 2008)

To improve performance can also be carried out with various implementations of the ability to work. Discipline is one parameter that is applied by officials / managers / superiors to interact with staff regarding willingness to correct behavior problems even as one of the goals to motivate awareness and loyalty to individuals obeying all regulations owned by an agency / company and prevailing social norms (Rivai & Sagala, 2014). In addition, it can also be done by implementing education and training. Basically education and training is a method that continues to run and not only for the first time when the development of technology and science continues to grow large and rapidly as in today's times, the role of education and training is really a big role especially to provide workers to be able to continue to innovate to be able achieve the goals of an agency / company effectively and efficiently. Meanwhile, in general the target of the implementation of a training and education program is to improve the efficiency and effectiveness of various work patterns of employees in carrying out their duties and also to achieve the targets of worker programs determined by superiors. The better the training program and also the education provided by the management of the agency / organization, the more skilled the employees will be in carrying out some work items (Zibans, 1997). All of this is based on the main point of training and education which has a contribution to provide supply to the workforce in acting and also acting in accordance with the problems of the work it faces. Workers / staff or employees who often receive guidance and also technical training and education, have the ability to produce better output / products than employees who have not even received such training and education.

2.LITERATURE

Performance

(Prawirosentono, 2010) says work ability, or performance is a result of work that can be obtained by one or a group in an agency / organization, in line with the dependents and also the authority of each in an effort to achieve an organizational goal. Having an inherent relationship between individual performance and the performance of the organization / agency, with other meanings, if an employee's performance achievements are good then the performance of the organization / agency is also likely to get a clear output / product.

Lowyer, Porter in (As'ad, 2011) describe the performance of the business or job performance is an output / product obtained by someone according to the standards that apply in the profession concerned, as one of the levels where the employees itself fulfills / achieves conditions in the specified work. According to (Dessler, 2003), the translation of performance is to verify that there is a decline in performance but also identify whether the decline should be improved through education and training or through other means that have positive benefits.

Institutions / companies that have high performance means a group of workers / staff who are capable of producing goods and services that are targeted at high quality by applying minimal resources. (Azhari, Musnadi, & Tabrani, 2017). Performance management is an active whole that is carried out in the stages of advancing the performance of an agency, organization or company, including the ability of each individual and working groups within the agency, organization or company (Masyithah, Adam, & Tabrani, 2018).

Political Culture

In order for us to understand political culture, we must first understand the meaning of cultural and political understanding. (Budiardjo, 2008) mentions politics is an effort to establish and affirm policies that can be obtained well by the entire community, to direct the whole community towards a harmonious life and togetherness. Steps to achieve (the good of life) is also inherent in various kinds of activities which include the processes in determining one of the goals of the system and how to carry out those goals.

(Apter, 1985) mentions politics / strategy in one of the most unfavorable settings is the seizure of a power / throne, position and also wealth / glory and it is also for its own sake not for public social equality (politics at its worst is a selfish grab for power, glory and riches). We can take a little conclusion that politics is a struggle for power, property and throne.

Discipline

Discipline is also a self-formation of workers in regular implementation and also shows the ability and real work groups in various agencies / organizations / companies. Discipline focuses on one action for employees who cannot / are able to fulfill their stated vision and mission. and also said that one of the main missions of disciplinary action is to ensure the behavior of employees is in line with the regulations of agencies, companies and organizations, (Simamora, 2004)

(Dessler, 2003), discipline is a rule that is in someone's self against certain rules that have

become provisions. (Glaser & Strauss, 1967) discipline describes one of the conditions in which one's temperament attitudes, attitudes and behavior have been applied with the rules that take place and also various actions or punishments that are imposed.

Education and training

Definition of Training and also education is one stage that continues to bring about a change in attitude and insight. behavior change itself has various types of improvement in the quality of competencies from the targets obtained from education. Education is an effort in maximizing one's potential, both in the form of behavior, attitudes and patterns of thinking contained within a person in order to make individuals who have a predicate of good or skilled. Education in everyday life is aimed more at fertilizing an action. An effective part is more focused on the quality of education. According to (Nitisemito, 2010) training is one form and effort of a company, agency and organization that aims to be able to improve also describe the behavior, skills, attitudes and also from the knowledge side of the employees / staff who are in accordance with the vision and mission of the organization, agency and company concerned.

In line with the principle above (Simamora, 2004), reveals: "training is a systematic process of changing the behavior of employees in a direction to improve organizational goals". So training can be concluded that is as a systemic process which in principle there are several activities, which are specifically aimed at a development and improvement of the work patterns of individuals who aim to improve the vision and mission of the agency / organization.

Effect of Political Culture on Performance

(Agripa, 2013) states that there is a strong influence of political culture on performance, the higher the political culture in an agency, the lower the performance and conversely the lower the political culture in an institution, the higher the performance of an agency / company. Another opinion was also expressed by (Hasbi, 2013) and (Dennis, 2014) who stated that there was an influence of political culture on performance.

Effect of Discipline on Performance

(Legowo, 2012) states that there are substantial and actual impacts between disciplines to performance where discipline increases, the higher the performance. (Sulistyanto, 2013) in his study mentioned that there is a positive effect of discipline on the pattern of performance. The higher the discipline, the more certain a performance and sahanalnya must be, and the lower the discipline, the worse it will be in obtaining optimal performance. (Sulistyanto, 2013) in his research explained that discipline has a significant effect on the performance of the apparatus, with high discipline the performance will continue to increase and vice versa.

Influence of Diklat on Performance

Education and training are one of the variables that determine performance, meaning that the better the provision of training and education, the better the performance and vice versa. According to (Effendy, 2013), states that: education and training positively relates to performance Meanwhile, on the other hand (Hasanah, Fattah, & Prihatin, 2010) states that training and education factors also have an influence on performance or performance. Training and education are variables that greatly determine employee performance.

Hypothesis

Through problems that have been identified, the hypothesis that can be formulated is as follows:

H1: political culture, discipline and training effects employee performance significantly

H2: political culture, discipline, education and employee performance effects organizational performance significantly.

3. METHOD

Population and Sample

The object is The DPRA Secretariat and the population is all its civil apparatus, as much as 380 employees. In determining the sample the authors uses the Simple Random Sampling method and takes 35% of the population so that a sample is as much as 133 respondents (Supranto, 2009). The calculation is as follows:

$$n = 35\% \times 380; n = (35/100) \times 380; n = 133$$

The causality test uses path analysis using SPSS software and the focus of the discussion is its determination coefficient, to find out the magnitudes.

4. RESULT

The result from path analysis technique shos the Hypothesis 1 and hypotesis 2 have a positive and significant effect (each variable has significance value < 0.05). The equation of path analysis can be seen below, with directly showing the Determination Coefficient that provide by the software.

H1 : The Effect of Political Culture, Discipline and Training on Employee Performance

The empirical relationship between X1, X2 and also X3 to Y can be done with a structure parable, namely:

Structural / systemic:

$$\begin{aligned} Y &= PX_1Y + PX_2Y + PX_3Y + e \\ &= 0,618X_1 + 0,379X_2 + 0,009X_3 + 0,039 e_1 \\ R^2_{y \text{ x1x2 x3}} &= 0,992 \end{aligned}$$

Through the results of the structural path analysis 1 calculation, centralized information will be obtained, namely:

- The amount of political culture (X1) directly influences employee performance (Y) is $(0.618)^2 = 38.19\%$.
- The amount of discipline (X2) directly influences employee performance (Y) is $(0.379)^2 = 14.36\%$
- The amount of education and training (X3) directly influences employee performance (Y) is $(0.009)^2 = 0.01\%$.

H2 : The Effect of Political Culture, Discipline, Training and Employee Performance on the organizational Performance

The second analysis is the influence of political culture, discipline, training, and employee performance on organizational performance has obtained the results using path

analysis as follows.

The relationship of a path / graph of empirical / discovery relations between X1, X2, X3 and Y to Z can be carried out as follows:

$$\begin{aligned}\text{Structure: } Z &= P_{ZX1}X_1 + P_{ZX2}X_2 + P_{ZX3}X_3 + P_{ZY}Y + P_{Ze}e_2 \\ &= 0,027X_1 + 0,308X_2 + 0,042X_3 + 0,681Y + 0,008e \\ R^2_{y|x_1x_2} &= 0,992\end{aligned}$$

From the results of composition of 2 flow analysis, some factual explanations are obtained, namely:

- The amount of political culture participation (X1) directly effects organizational Performance (Z) is $(0.027)^2 = 0.07\%$.
- The amount of discipline contribution (X2) directly effects organizational performance (Z) is $(0.308)^2 = 9.49\%$.
- The amount of education and training (X3) directly effects organizational performance (Z) is $(0.042)^2 = 0.18\%$.
- Measures or benchmarks of employee performance (Y) capable of influencing the organizational performance (Z) are $(0.681)^2 = 46.38\%$ in line with the research carried out (Arfah Salwa, Away, & Tabrani, 2018).
- The magnitude of the influence of political culture (X1), discipline (X2), training (X3) and employee performance (Y) simultaneously on organizational performance (Z) is 99.2% and the remaining 0.8% is influenced by other variables outside of this study.

All of these findings are focused on the magnitude of the coefficient of determination for each variable. The coefficient of determination is the magnitude to indicate the effective dose of the independent variable influencing the dependent variable. This can be a reference for the DPRA Secretariat in formulating policies and implementing strategies.

5. CONCLUSION

The result shows there is a significant and positive influence of political culture, discipline and training on employee performance performance, and there is a significant and positive influence on the political culture, discipline, training and employee performance on organizational performance in DPRA Secretariat. This causality test results contribute to the update the causality theories. The originality is in the integration model from the previous theories and research, and the limitation lies in the amount of variables and object. This also gives a view for managers related to develop more their plan to make the variables in high performance.

So that DPRA Secretariat is expected to apply a good and healthy political culture, giving training to be carried out at least once every two years, the application of discipline to be tightened, so that the performance of employees and DPRA and also organizational performance increase more significantly. It is also expected that all elements involved in the DPRA Secretariat pay more attention to various indicators of political culture, the provision of training, discipline, and employee performance so that the ability of employees can be improved better and it will effect the organizational performance.

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