

Analysis of Employee Performance at The Murung Raya Village Office, South Banjarmasin District

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ABSTRACT

Purpose: This study aims to find out and analyze the performance of employees at the Murung Raya Village Office, South Banjarmasin District.

Design/methodology/approach: This study is a descriptive analysis. The population in this study is all employees at the Murung Raya Village office, South Banjarmasin District. Sample withdrawal uses a saturated sample technique, where all populations are respondents in this study. The analysis technique used is descriptive analysis.

Findings: The results of the study can be concluded that employees are able to position their abilities in the tasks given by their superiors to complete and be responsible for all these tasks.

Research limitations/implications: This research is limited to descriptive analysis so that researchers can further explore methods, techniques, and larger populations.

Practical implications: The performance of the employees has also been categorized as very good, because the performance they do is in accordance with the expectations of the superiors and what is applied so that the performance carried out goes well, in accordance with the expectations of the superiors at the village office.

Originality/value: This research is useful for the development of employee performance in the village.

Paper type: Research paper

Keyword: *Performance, Employees, Village, Banjarmasin.*

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I. INTRODUCTION

The lack of quality of human resources is a problem that can hinder the development and development of the national economy. The lack of quality of human resources will also be a barrier in the era of globalization, because the era of globalization is an era of quality competition. If the Indonesian nation wants to take part in the global arena, then the first step that must be taken is to organize human resources, both in terms of intellectual, spiritual, creative, moral, and responsibility. The quality of human resources is related to performance. Basically, performance is what results from the functions of a job or what comes out. If we delve into what happens in a job or position, it is a process that processes input into out-put (work results). The use of key indicators to measure individual performance results, is derived from functions that are translated into activities/actions with a clear and written standard foundation. Given that performance contains competence and productivity of results, performance outcomes are highly dependent on the level of individual ability in achieving them, especially organizational goals.

Organizations are created to achieve a certain goal. This goal is something that the organization expects to achieve. The purpose of organization can be in the form of improving customer service, fulfilling market demand, improving the quality of products or services, increasing competitiveness, and improving organizational performance. Each organization, team, or individual can define its own goals.

Performance is also very beneficial not only for the organization, but also for managers, and employees. The benefits of performance management for organizations include aligning organizational goals with team and

individual goals, improving performance, motivating workers, increasing commitment, supporting core values, improving training and development processes, improving the skill base, pursuing continuous improvement and development, working on a career planning base, helping to keep skilled workers from moving, supporting total quality and stewardship initiatives work, and support cultural change.

Performance appraisal is an activity carried out by appraiser management to assess the performance of resources or employees by comparing performance in a certain period, usually at the end of each year. This activity is intended to measure the performance of each employee/employee in developing work quality, further coaching, corrective actions for jobs that are not in accordance with the job description, and for purposes related to other employment issues.

Based on the description above, it is known that by carrying out performance, the positive impact is very beneficial for organizations, teams and individuals. Performance management also supports the realization of the overall goals of the organization by looking at the work of each employee or employee and manager in the entire work unit. Employees or employees are the key to the success of an organization. If the leader follows the soul of a good leader, he will manage the performance of his subordinates directly and can affect the performance of individuals, work units, and the entire organization.

The work activity in achieving organizational goals is a matter that is highly prioritized by every organization, and employee work discipline also greatly affects the achievement of an organization because in order to achieve these goals. Employee work discipline which can be said to be still lacking in discipline, it will be difficult for the organization to be able to achieve good results and goals. The discipline factor greatly determines the success of an organization in achieving the expected goals.

Meanwhile, the work services carried out by employees at the Murung Raya Village Office, it turns out that there are still indications that show that employee discipline in work cannot be carried out properly so that it has a negative impact. The problem of work quality and working time is one of the mistakes and negligence of employees at work. This can be seen based on community complaint reports, such as when the community took care of the Certificate of Inability (SKTM), the community said that it was difficult to take care of the Certificate of Inability (SKTM) because the Village Office Employees were very slow in carrying out their work or the employees were not in place during working hours.

The results of the author's observation in the field for the community who do business to the Village Office, the results are not in accordance with or not exactly according to the predetermined time because the employee concerned is not in the office, this proves that the performance of the employees is not good and effective. However, the most prominent problem is discipline which can be seen from the violation of attendance related to the low commitment of employees at the Murung Raya Village Office, South Banjarmasin District, so every employee or employee at the village office should be able to comply with all the regulations that have been set, but in reality there are still many employees or employees who violate the regulations made by the office The village. The employee attendance rate at the Murung Raya Village Office, South Banjarmasin District, is as follows:

Table 1. Employee Attendance Rate of Murung Raya Village Office, 2023

<i>Month</i>	<i>Weekdays</i>	<i>Employees</i>	<i>Those who are not present</i>	<i>%</i>
<i>Jan</i>	<i>22 day</i>	<i>9</i>	<i>5</i>	<i>33,3 %</i>
<i>Feb</i>	<i>22 day</i>	<i>9</i>	<i>4</i>	<i>26,6 %</i>
<i>Mar</i>	<i>22 day</i>	<i>9</i>	<i>2</i>	<i>13,3 %</i>
<i>Apr</i>	<i>22 day</i>	<i>9</i>	<i>2</i>	<i>13,3 %</i>
<i>Mei</i>	<i>22 day</i>	<i>9</i>	<i>1</i>	<i>6,6 %</i>
<i>Jun</i>	<i>22 day</i>	<i>9</i>	<i>3</i>	<i>20 %</i>
<i>Jul</i>	<i>22 day</i>	<i>9</i>	<i>3</i>	<i>20%</i>

<i>Aug</i>	<i>22 day</i>	<i>9</i>	<i>2</i>	<i>13,3 %</i>
<i>Sep</i>	<i>22 day</i>	<i>9</i>	<i>1</i>	<i>6,6%</i>
<i>Oct</i>	<i>22 day</i>	<i>9</i>	<i>3</i>	<i>20 %</i>
<i>Nov</i>	<i>22 day</i>	<i>9</i>	<i>2</i>	<i>13,3 %</i>
<i>Dec</i>	<i>22 day</i>	<i>9</i>	<i>1</i>	<i>6,6 %</i>
<i>Total</i>				<i>100</i>

Source : Data from the Murung Raya Village Office, 2023

In Table 1 above, if we look at it, it can be concluded that attendance violations committed by employees or employees can still be said to be high, and continue to show an increase can be seen from January to December 31, 2023 as many as 9 people with the number of effective working days is 22 days, and the table can be seen that the attendance rate regarding the Murung Raya Village Office ranges from 1-5 people or 6.6% to 33.3% and on average The highest attendance rate was 5 people or 33.3%, namely in January. The results of the author's observation in the field for the community who do business to the Murung Raya Village Office, the results are not in accordance with or not exactly according to the time that has been determined because the employee concerned is not in the office, this shows that the performance of the employees is not good and effective . In realizing the work discipline of Village Office Employees that is expected by the community, it is necessary to be supported by tools that have work discipline skills, high work spirit and awareness of their duties and responsibilities as state servants and community servants. According to Sinungan (2015), he gave the opinion that there are several factors that can affect performance and can be seen from the individual.

In accordance with the explanation above, that the Village Office is one of the Offices in Murung Raya in South Banjarmasin District has a Government organizational structure in carrying out its duties carried out by officials or employees where the performance of employees carried out by Village Office Employees is felt to be ineffective. So that the author was challenged at the Murung Raya Village Office with an analysis of the performance of employees at the Murung Raya Village Office in providing services to the community. From the background of the above problems encountered in the field, the author is interested in conducting a research with the title: "Employee Performance Analysis, at the Murung Raya Village Office, South Banjarmasin District".

1. Performance

An employee or employee is a mixture of abilities, efforts and one of the opportunities that can be assessed from the results of his work (Sulistiyani, 2013). Meanwhile, according to (Bernardin and Russell, 2013), it is stated that performance is a record of Outcomes that can be produced from the function of the employee itself in a certain period of time. Performance is a work achievement that can be achieved by a person or a group in an organization, in accordance with their respective responsibilities, not violating the law and in accordance with morals and ethics to achieve these goals. (Suyadi, 2011).

Performance comes from Job Performance or Actual Performance (Work achievements that will be achieved by a person or achievements that have been achieved by a person). Performance is the result of work in terms of quality and quantity achieved by an employee or employee in carrying out his duties in accordance with the responsibilities given to him (Anwar, 2009)

2. Self Ability

Fatimah (2016) The ability to adjust to a healthy environment is one of the important prerequisites for the creation of individual mental/mental health. Many individuals are unable to achieve happiness in their lives because of their inability to adjust to both family life, school, work and society in general. The indicators of self-adjustment are as follows: 1) Ability to work together, 2) Environmental adaptation, 3) Job orientation, 4) Interest in work, 5) Maturity to work response.

3. Discipline

Sinungan (2013) discipline is a mental attitude that is reflected in the actions or behaviors of individuals, groups or communities in the form of obedience to the rules or regulations set by the government or ethics, norms

and methods that apply in society for certain purposes. The discipline referred to in this study is the actions or behavior of individuals or groups in the form of obedience to applicable regulations.

II. METHODS

A. Research Object

The researcher conducted the research by taking a location at the Murung Raya Village Office.

B. Population and Sample

In this study, the population used was all employees at the Murung Raya Village Office, South Banjarmasin District. This study uses a saturated sample technique, that is, all populations are samples in this study.

C. Data Source

The data source in this study consists of primary data and secondary data. Primary data in this study was obtained by distributing questionnaires to employees at the Murung Raya Village Office, South Banjarmasin District. Secondary data from this study was obtained from companies that can be seen from company documentation, reference books, and other information related to the research

D. Data Collection

Techniques The data collection techniques used by the researcher are using questionnaires and documentation studies

E. Data Analysis Techniques

The data analysis technique used is descriptive analysis. An analysis that describes the results of each question that is in accordance with the actual conditions and supported by relevant theories about the variables in the research. The answers to the questionnaire are weighted with the following scores or values: SB = Very Good (5) B = Good (4) KB = Not Good (3) TB = Not Good (2) STB = Very Not Good (1)

III. RESULTS AND DISCUSSION

Realizing that the Murung Raya Village government is spearheading the implementation of government, development in all fields and all aspects of life, then its existence needs to receive special attention and continuously. The origin of Murung Raya Village in the 1960s was West Kelayan Village I and is part of the administrative area of the South Banjarmasin District Government. In 1974-1979 South Banjarmasin District still consisted of 5 villages (villages), namely Kelayan Barat I, Kelayan Barat II, Kelayan Timur, Pemurus and Mantuil.

West Kelayan I Village was expanded into 4 new villages, namely West Kelayan Village, Kelayan Luar Village, Kelayan Dalam Village and Kelayan Tengah Village. West Kelayan II Village was expanded into 2 new villages, namely South Kelayan Village and Pekauman Village, East Kelayan Village was expanded into 3 villages, namely East Kelayan Village, Tanjung Pagar Village and Murung Raya Village. Pemurus Village was expanded into 2 villages, namely Pemurus Dalam Village and Pemurus Luar Village, Mantuil Village was expanded into 2 villages, namely Mantuil Village and Basirih Village Along with the increasing population growth, in 2010 the total number of villages in South Banjarmasin amounted to 12 units, namely; Murung Raya Village, West Kelayan Village, Kelayan Dalam Village, South Kelayan Village, Pekauman Village, East Kelayan, Central Kelayan, Mantuil Village, Tanjung Pagar Village, Pemurus Dalam Village, Pemurus Baru Village, and South Basirih Village.

A. Descriptive Analysis

1. Employee Self-Ability at the Murung Raya Village Office, South Baanjarasin

District can be seen in table 2 that self-ability is an important thing to know the performance of the employees at the Murung Raya office.

Table 2 Respondents' Responses to Self-Abilities

<i>Assessment of Respondents</i>	<i>F</i>	<i>%</i>
<i>SB</i>	8	50,5
<i>B</i>	6	49,5
<i>KB</i>	-	
<i>TB</i>	-	
<i>STB</i>	-	
<i>Total</i>	14	100

From Table 2, it can be seen that the response of the respondents is very good with a percentage of 50.5%, while the response of the good respondent is with a percentage of 49.5%.

2. Employee Discipline

At the Murung Raya Village Office, South Banjarmasin District, it can be seen in table 3 that discipline is an important thing to support the performance of employees at the Village Office.

Table 3 Respondents' Responses to Discipline

<i>Assessment of Respondents</i>	<i>F</i>	<i>%</i>
<i>SB</i>	5	43,8
<i>B</i>	9	56,2
<i>KB</i>	-	
<i>TB</i>	-	
<i>STB</i>	-	
<i>Total</i>	14	100

From Table 3, it can be seen that the response of the respondents was very good with a percentage of 43.8%, while the response of the respondents was good with a percentage of 56.2%.

3. Employee Performance at the Murung Raya Village Office, South Banjarmasin District

It can be seen in table 4 that performance is an important thing in an organization to achieve a goal in the organization at the Murung Raya Village office.

Table 4 Respondents' Responses to Discipline

<i>Assessment of Respondents</i>	<i>F</i>	<i>%</i>
<i>SB</i>	8	59,6
<i>B</i>	6	40,4
<i>KB</i>	-	
<i>TB</i>	-	
<i>STB</i>	-	
<i>Total</i>	14	100

From table 4, it can be seen that the response of the respondents was very good with a percentage of 59.6%, while the response of the respondents was good with a percentage of 40.4%. Based on the results, the overall overall performance score is 250. The assessment of the number is scaled in the range of 250-950 with the category of very good. It is said to be good because each variable has run effectively and efficiently so that it can affect the performance of employees very well. The self-ability that exists in the employees who work at the Murung Raya Village office, South Banjarmasin District can be said to have gone very well, because they are able to carry out all the tasks given to the employees well according to what is given by their superiors.

Discipline is also able to affect the performance of employees, but from the results of the research it can be seen that the employees who work at the Murung Raya Village office, South Banjarmasin District are very good, because the employees follow all the regulations that have been set in the office. Be it time discipline, or discipline in doing all the obligations and responsibilities given and completing them in accordance with the provisions and time given.

The performance of the employees at the Murung Raya village office, South Banjarmasin District has also been very good because the employees are responsible both in their duties, in time management, skills, work discipline, self-ability and cooperation between employees so that the work done by the employees runs effectively and efficiently and does not spend much time in vain, and the employees can improve their performance with their own abilities and the cooperation they build.

An organization of government agencies, is an institution that runs the wheels of Government and carries out the development of Human Resources that have good performance and can provide stimulation that affects many people in realizing work in one team. Hasibuan (2011), developing performance is an activity that will improve the technical, theoretical, conceptual and moral abilities of employees or employees in accordance with the needs of the job or position with the aim of improving technical skills to carry out employee work. the performance of employees in carrying out the work of the Office, but also from the ability of their people to complete the work that has been delivered to them, so that the ability of the employee is reflected in the results and level of skills he has. In the description submitted in the limitations stated above, it is said that the performance of employees in each agency or organization is determined by the level or ability in carrying out the work. So every job that can be said to be effective is determined by the achievement of the goals that have been set and the abilities possessed. In addition, it is also determined by the level of work morale of the employee concerned in carrying out the work.

IV. CONCLUSION

In this chapter, the author will outline conclusions and suggestions that may be useful for the development of employees at the Murung Raya Village Office, South Banjarmasin District in the future. Based on the results of the research and recapitulation of respondents' responses regarding self-ability, it can be categorized as very good because employees are able to position their own abilities in the tasks given by their superiors to complete and be responsible for all these tasks. Discipline can also be said to be very good, because employees are able to obey all the provisions and regulations made by their superiors, be it the office entry hours, break hours and office

departure hours have been implemented very well, no employees violate the provisions imposed. Good discipline towards employee performance is also getting better at the Murung Raya Village office, South Banjarmasin District. The performance of the employees has also been categorized as very good, because the performance they do is in accordance with their abilities and discipline applied so that the performance carried out runs well, in accordance with the expectations of the superiors at the village office.

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