



Effect of Supervision on Performance Employees at Regional Technical Implementation Unit (RTIU) Senaken Penyembolum Market, Paser District

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Abstract

The aim of this research is to determine the effect of supervision on employee performance at the Regional Technical Implementation Unit (RTIU) Penyembolum Senaken Market, Paser Regency. From the results of the validity test, all 10 statement items were declared valid because they were greater than the rtable value of 0.2006 for each statement in this study. From the results of the reliability test, a value of 0.959 was obtained, which means there is a very strong relationship between the independent variable and the dependent variable. From the results of multiple linear regression analysis, it can be seen that the results of the regression equation are $Y = 40.597 + 0.535X_1 + 0.361X_2$. Based on the calculation results, an R value (Correlation Coefficient) of 0.915 is obtained which is at an interpretation level between 0.80-1.00, which means that there is a very strong influence from the supervision variable (X) which consists of direct supervision (X1), and supervision indirectly (X2), on employee performance (Y). The value of the Adjusted R Square Determination Coefficient (R^2) is 0.833 or 83.3%. These results show that 83.3% of the direct supervision variables (X1) and indirect supervision (X2) have had an influence on the employee performance variable (Y). The remaining 16.7% is influenced by other unknown variables. From the results of the F test carried out, the supervision variable (X) consists of direct supervision (X1) and indirect supervision (X2), together they have an influence on employee performance. This is proven by the Fcount result of 238.507 with a significance level of 0.000, which means it is greater than Ftable 3.09. The results of the t test showed that the t-count value of direct supervision (X1) was 5.646 with a significant level of 0.000 and the t-count value of indirect supervision (X2) was 3.637 with a significance level of 0.000. Of the two independent variables studied, it is known that the direct supervision variable (X1) is the variable that has the dominant influence on employee

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performance (Y). This is proven by the results of direct supervision (X1) > indirect supervision (X2) or (5.646 > 3.637) so H0 is rejected and Ha is accepted.

Keywords: Supervision, Employee Performance, Technical Implementation

Introduction

The implementation of work programs in each RTIU can provide a significant contribution in realizing fair and equitable development in each region which will be more optimal if the implementation is supervised by the leadership of each RTIU. The monitoring system is an important point for an organization to mobilize and ensure employees carry out their duties in accordance with existing regulations. Supervision of human resources or employees is also carried out so that organizational goals are achieved effectively and efficiently and employee performance increases.

According to Schermerhorn in Hodi's book (2022: 132) "Supervision is a process of determining performance measures and taking actions that can support the achievement of expected results in accordance with the performance that has been determined."

Supervision is the process of observing the implementation of all organizational activities to ensure that all work being carried out runs according to previously determined plans. Supervision is a monitoring, inspection and evaluation process that is carried out efficiently by the Head of RTIU for each employee to find out weaknesses or deficiencies so that they can be corrected by the Head of RTIU who has authority at a higher level in order to achieve the goals that have been previously formulated.

To improve employee performance, it is necessary to pay attention to supervision from direct superiors who carry out inherent supervision of the performance of each employee in accordance with their respective duties. Supervision is also an activity to improve, encourage and increase employee performance results. All of this can be successful if the supervisory task is carried out well, thus reflecting a person's great sense of responsibility for the tasks assigned to him.

The importance of supervision is expected to encourage employee performance so that employees can complete their work better. Apart from that, supervision can also be carried out to guide employees in completing their work so that they avoid unexpected mistakes and can improve the employee's own performance.

In the context of public organizations, employee performance is oriented towards being able to carry out job duties and responsibilities in a coordinated manner according to their field of work to implement the work program of the agency where they work, especially the Regional Technical Implementation Unit (RTIU).

Literature Review

Management

According to Hodi (2022:3) "Management is the process of planning, organizing, directing and supervising the efforts of organizational members and the use of other organizational resources in order to achieve stated organizational goals."

Management can be defined as working with people to determine, interpret and achieve organizational goals by implementing the functions of planning, organizing, staffing, direction and leadership and supervision (Controlling).

Human Resources

According to Rahardjo (2022:3) "Human resources are very important in the success of every organization, because most of the problems in organizational settings are human and social from physical, technical or economic."

Human Resources have been defined as from a national perspective, the knowledge skills, creative abilities, and talents acquired within an organization. Human resources are one of the most important resources in an organization. Human resources are central figures in the organization to achieve the expected goals. In order for management activities to run well, an organization must have human resources who have high quality work and efforts to manage the organization as optimally as possible so that its performance can be maximized for many people.

Human Resource Management

According to Monday in Kawiana's book (2020:3), "Human Resource Management (HRM) is the use of individuals to achieve organizational goals."

Human Resource Management is a system consisting of many interdependent activities (interrelated with each other). These activities do not occur in clear isolation. Each activity influences other human resources. For example, bad decisions regarding staffing needs can lead to problems with employment, placement, social compliance, union/management relations, and compensation.

Supervision

According to Schermerhorn in Hodi's book (2022: 132) "Supervision is a process of determining performance measures and taking actions that can support the achievement of expected results in accordance with the performance that has been determined."

Supervision is the process of observing the implementation of all organizational activities to ensure that all work being carried out runs according to predetermined plans. With supervision, it is possible to prevent as early as possible the occurrence of irregularities, waste, fraud, obstacles, errors and failures in achieving goals and carrying out organizational tasks.

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Performance

According to Kasmir (2019: 182) "In simple terms, performance is the result of work and work behavior that has been achieved in completing the tasks and responsibilities given in a certain period."

With good employee performance in a government, the government will be able to achieve the desired goals. Performance also shows evidence of completion of tasks that accompany an individual's work. Performance describes how well an individual fulfills a job. The more optimally a person carries out their duties, the higher their performance.

Research Method

The type of research used in this research is quantitative research. The population in this study were all employees at the Penyembolum Market RTIU, Senaken, Paser Regency, consisting of 16 civil servants and 80 non-permanent employees with a total number of employees of 96 people. The sample in this research was all employees at the Penyembolum Market RTIU, Senaken, Paser Regency, totaling 96 people. The data analysis technique used in this research is multiple linear regression analysis using the SPSS calculation tool.

Result/Finding

1. Multiple Linear Regression Analysis

Based on the results of multiple linear analysis, it can be seen that the constant value is 40.597, the variable value $X_1 = 0.535$, the variable value $X_2 = 0.361$. By looking at these results, it can be seen that the multiple linear regression equation of the supervision variable (X) which consists of direct supervision (X_1) and indirect supervision (X_2) on the employee performance variable (Y) is $Y = 40.597 + 0.535 (X_1) + 0.361 (X_2)$. And from this equation it can be explained that:

- 1) The number 40.597 is a constant number, meaning that even if variables X_1 and X_2 do not exist or are equal to 0, the value of variable Y is 40.597.
- 2) The number 0.535 (X_1) is the value of the regression coefficient for the direct supervision variable (X_1). This means that if there is an increase of 1 unit in the direct supervision variable (X_1), employee performance (Y) will increase by 0.535 assuming other variables are constant or fixed.
- 3) The number 0.361 (X_2) is the value of the regression coefficient for the indirect monitoring variable (X_2). This means that if there is an increase of 1 unit in the indirect supervision variable (X_2), employee performance (Y) will increase by 0.361 assuming other variables are constant or fixed.

From the regression equation, it can be seen how the influence of direct supervision (X_1) and indirect supervision (X_2) on employee performance (Y) has a positive effect, indicating that changes in the independent variables (X_1 , X_2) are in the same direction as the employee performance variable (Y).

2. Koefisien Korelasi (R)

It is known that the coefficient value (R) is 0.915. Based on table 3 in Chapter III, the interpretation of the relationship between the supervision variable (X) which consists of direct supervision (X1) and indirect supervision (X2) with the employee performance variable (Y) is in the coefficient interval (0.80 – 1.00) is very strong.

3. Koefisien Determinasi *Adjusted R Square* (R^2)

Based on primary data analysis (summary model) it shows that the Adjusted R Square (R^2) is 0.833 or 83.3%. So it can be interpreted that the direct supervision (X1) and indirect supervision (X2) variables have contributed to the employee performance variable (Y) amounting to 83.3%. The remaining 16.7% is influenced by other factors not included in this research because there are many other factors that can have an influence on employee performance.

4. F Test (Simultan)

It is known that the Fcount value is 238.507. If compared with Ftable then $F_{count} > F_{table}$ or $238.507 > 3.09$ from these results it can be stated that H_0 is rejected and H_a is accepted. So it can be concluded that there is a significant influence between the direct supervision (X1) and indirect supervision (X2) variables together (simultaneously) on employee performance (Y) at the Penyembolum Market RTIU, Senaken, Paser Regency.

5. T Test (Parsial)

Table 1
T Test Analysis Results

Model	T_{count}	t_{table}	Sig	Information
X1	5,646	1,98580	0.000	Signifikan
X2	3,637	1,98580	0.000	Signifikan

Data Source: SPSS Processed Results

Based on table 1, the results of the t test analysis can be explained as follows:

- 1) For direct supervision (X1), the tcount result is 5.646 and is supported by a significance level of 0.000 when compared with ttable, the result is $t_{count} > t_{table}$ or $5.646 > 1.98580$. From these results then it can be stated that H_0 is rejected and H_a is accepted. So it can be concluded that the direct supervision variable (X1) has a partial effect on employee performance (Y) at the Penyembolum Market UPTD, Senaken, Paser Regency or H_0 is rejected and H_a is accepted.
- 2) For indirect monitoring (X2), the tcount result is 3.637 and is supported by a significance level of 0.000 when compared with ttable, the result is $t_{count} > t_{table}$ or $3.637 > 1.98580$. From these results it can be stated that H_0 is rejected and H_a is accepted. So it can be concluded that the indirect monitoring variable (X2) has a partial effect on employee performance (Y) at the Penyembolum Market RTIU, Senaken, Paser Regency.

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So it can be concluded from these results that the direct supervision variable (X1) has a dominant influence on employee performance (Y) with a tcount of direct supervision (X1) of 5.646. So the hypothesis that direct supervision (X1) has a dominant influence is proven to be true or H0 is rejected and Ha is accepted.

Conclusion

The variables of direct supervision (X1) and indirect supervision (X2) contribute to the employee performance variable (Y) of 83.3% at the Penyembolum Market RTIU, Senaken, Paser Regency and the remaining 16.7% is influenced by other factors not included. in this research.

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