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EFFECT OF EMPLOYEE RESPONSIBILITY AND ABILITY THROUGH WORK ACHIEVEMENT ON EMPLOYEE PERFORMANCE ON BP BATAM

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Abstract

The influence of responsibilities and abilities of employees through job performance on employee performance. The research was conducted at the Batam Concession Agency, with the consideration that BP Batam is a government agency mandated for the management of existing resources on Batam Island with various line units, and is required to provide excellent service. This study aims to see and analyze the influence of leadership responsibility factors and incentives on employee performance in BP Batam. This study aims to analyze the factors that affect the performance of BP Batam. The sample used is as many as 65 respondents from 70 employees. The method used in this research is quantitative research and the type of research used is explanatory research or explanation. The data analysis method used is the Structural Equation Model (SEM-PLS). Based on the data analysis, the results show that responsibility does not have a significant effect on work performance (original sample value is 0.389 and P value is 0.110> 0.07) and responsibility has a significant effect on employee performance (original sample value - 0.397 and p value is 0.002. <0.07). Employee ability has a positive and significant effect on work performance (original sample value 0.397 and P value 0.003 <0.07). Employee ability does not have a positive and significant effect on employee performance (original sample value 0.466 and value 0.112> 0.07).

Keywords**: *Responsibility, Work Ability, Job Performance, Employee Performance.***

1. INTRODUCTION

1.1 Background of the Problem

Every organization needs various factors to achieve work performance. This study will prioritize management thinking that is more oriented towards human resource factors, because human position is an important factor in organizational activities. The achievement of organizational goals will greatly depend on how employees can develop their abilities in carrying out their main duties and functions.

Talking about the implementation of this task, the role of performance is the best determinant in determining the work performance of an employee in an organization.

To get the best performance for the organization, the organization should need individuals who are always qualified, highly dedicated, and professional so that they are able to make meaningful contributions to the organization. In carrying out the main tasks, responsibilities, and authorities in carrying out tasks, of course, supporting factors are needed including responsibility, organizational climate, employee ability, motivation and compensation to improve employee work performance. One of the things related to the need for self-actualization in the world of work is responsibility and career development.

Responsibility is a condition of being obliged to bear everything. So that responsibility according to the general Indonesian dictionary is the obligation to bear, assume responsibility, bear everything, or give responsibility and bear the consequences. Responsibility is man's awareness of his behavior or actions, whether intentional or unintentional. Responsibility also means acting as a manifestation of awareness of one's obligations.

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According to Hariandja (2002) the organization must really evaluate and reassess every task and responsibility given to employees. Because, often changes make a job description ineffective. Therefore, giving trust to individual employees in the organization must be designed so that these individuals are able to be responsible for work in accordance with organizational expectations.

From the author's preliminary observations, the problem is related to responsibility, namely the existence of job responsibilities in each section but not implemented optimally, and the absence of work performance given to employees, causing a lack of employee motivation to improve their performance.

Talking about the ability of employees, that one of the efforts to improve work performance is by paying attention to the ability of employees which is one of the important factors in getting optimal work results.

An organization, including a government organization, demands a capable device. The ability itself is defined by Wijono (2012) as something that is owned by an individual to carry out a task or job assigned to him.

With regard to work performance, that employee performance is a function of the interaction between responsibilities and abilities. According to Hasibuan (2016: 94) work performance is a result of work achieved by a person in carrying out the tasks assigned to him based on skills, experience and seriousness and time.

In essence, the assessment of individuals is the expected work result in the form of an optimal work result and work performance which includes cooperation, leadership, quality of employees, technical ability, initiative, enthusiasm (work endurance / quantity of employees). Employee work performance refers to the work performance of employees measured based on predetermined standards or criteria. With good work performance from employees, the employee's performance should be better as well.

Meanwhile, the Batam Concession Board is a government organization formed based on the Government Regulation of the Republic of Indonesia Number 46 of 2007 with the task and authority to carry out the management, development and development of the area in accordance with the functions of the area. Employees at BP Batam itself are divided into various statuses including Civil Servants, Permanent Employees, Employees with Work Agreements, and Out Sourching with different responsibilities for each status carried by each employee.

Based on the description that has been explained, the authors are interested in conducting research on: "The Effect of Responsibilities and Abilities of Employees Through Employee Performance on Job Performance at Batam Concession Agency."

1.2 Problem Formulation

Based on the background above, the research problem is formulated as follows:

1. Does responsibility affect Employee Performance at Batam Concession Agency?
2. Does the employee's ability affect the Employee Performance at Batam Concession Agency?
3. Does responsibility affect the work performance of employees at the Batam Concession Agency?
4. Does the ability of employees affect the work performance of employees at the Batam Concession Agency?
5. Does employee work performance affect Employee Performance at Batam Concession Agency?

2. IMPLEMENTATION METHOD

2.1 Location and Time of Research

This research was conducted at the office of the Batam Concession Agency, which is located in Batam-Riau Islands. The research time took place during March 2020.

2.2 Population and Sample

The population of this research is all employees at the Batam Concession Agency with a total of approximately 2500 employees. While the sampling technique is purposive sampling, where the criteria used are:

1. Employees who have received awards both from within and from outside the BP Batam environment; and
2. Employees who already have positions at the Batam Concession Agency

2.3 Types and Sources of Data

The type of data used in this research is quantitative data, by distributing questionnaires to samples that fit the criteria.

Sources of data used in this study are:

1. Primary data, namely data that is sourced or obtained from direct observation.
2. Secondary data, namely data that is sourced or obtained in the form of information in libraries, written reports, and other documentation materials.

2.4 Method of Collecting Data

The data needed in this study were collected through questionnaires to respondents for primary data, while observation and interviews were complementary methods for data collection. The methods used in detail are as follows:

1. Questioner is data collection in the form of a list of written statements that are structured and distributed to obtain information from data sources or respondents. The questionnaire method is a data collection technique by distributing questionnaires to respondents, the respondent only needs to answer the statements that have been prepared in advance.
2. The interview is a dialogue conducted by the interviewer to obtain information from the object of the interview (Arikunto, 2001). This method is used as a complement in the form of input from employees.
3. Observation, data collection by making direct observations on the object under study.

2.5 Data Analysis Method

The data analysis technique in this study used Partial Least Square (PLS). PLS is a Structural Equation Modeling (SEM) equation model with an approach based on variance or component-based structural equation modeling. According to Ghozali & Latan (2015), the purpose of PLS-SEM is to develop a theory or build a theory (predictive orientation). PLS is used to explain whether there is a relationship between latent variables (prediction). PLS is a powerful analytical method because it does not assume current data with a certain scale measurement, the sample size is small (Ghozali, 2011).

This study has a complex model and a limited number of samples, so the data analysis uses SmartPLS software. SmartPLS uses the bootstrapping method or random multiplication. Therefore the assumption of normality will not be a problem. In addition, by carrying out bootstrapping,

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SmartPLS does not require a minimum number of samples, so that it can be applied to research with a small sample size. PLS-SEM analysis consists of two sub-models, namely the measurement model or the outer model and the structural model or the inner model.

1. Descriptive Statistics Test

Descriptive statistics are statistics that function to describe or provide an overview of the object under study through sample data or 60 populations as they are, without analyzing and making general conclusions (Sugiyono, 2016).

2. Measurement Model Test or Outer Model

The measurement model or outer model shows how each indicator block relates to its latent variable. Evaluation of the measurement model through confirmatory factor analysis is to use the MTMM (MultiTrait-MultiMethod) approach by testing convergent and discriminant validity. While the reliability test is carried out in two ways, namely by using Cronbach's Alpha and Composite Reliability (Ghozali & Latan, 2015).

a. Convergent Validity

Convergent validity of the measurement model with reflexive indicators can be seen from the correlation between the item score / indicator and the construct score. An individual reflective measure is said to be high if it correlates more than 0.70 with the construct to be measured. However, at the research stage of scale development, loading 0.50 to 0.60 is still acceptable (Ghozali & Latan, 2015).

b. Discriminant Validity

Discriminant validity of indicators can be seen in the cross loading between the indicator and its construct. If the correlation of the construct with the indicator is higher than the correlation of the indicator with other constructs, then this indicates that the latent construct predicts the indicators in their block better than the indicators in other blocks. Another method for assessing discriminant validity is to compare the square root of the average variance extracted (√AVE) for each construct with the correlation between constructs and other constructs.

By model. The model is said to have fairly good discriminant validity if the AVE root for each construct is greater than the correlation between constructs and other constructs (Fornell & Larcker, 1981 in Ghozali, 2011). In Ghozali & Latan (2015) describes another test to assess the validity of the construct by looking at the AVE value. The model is said to be good if the AVE of each construct is greater than 0.50.

c. Reliability

In addition to the validity test, model measurement is also carried out to test the reliability of a construct. Reliability test is conducted to prove the accuracy, consistency and accuracy of the instrument in measuring constructs. In PLS-SEM using the SmartPLS 3.0 program, to measure the reliability of a construct with reflexive indicators, it can be done in two ways, namely by using Cronbach's Alpha and Composite Reliability. The construct is declared reliable if the composite reliability and Cronbach alpha values are above 0.70 (Ghozali & Latan, 2015).

3. Structural Model Test or Inner Model

The structural model or inner model shows the relationship or strength of estimates between latent variables or constructs based on the substantive theory.

a. R-Square

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In assessing the structural model, first assess the R-Square for each endogenous latent variable as the predictive strength of the structural model. Testing of the structural model is carried out by looking at the R-square value which is the goodness-fit test of the model. Changes in the R-Square value can be used to explain the effect of certain exogenous latent variables on endogenous latent variables whether they have a substantive effect. RSquare values of 0.75, 0.50 and 0.25 can be concluded that the model is strong, moderate and weak (Ghozali & Latan, 2015).

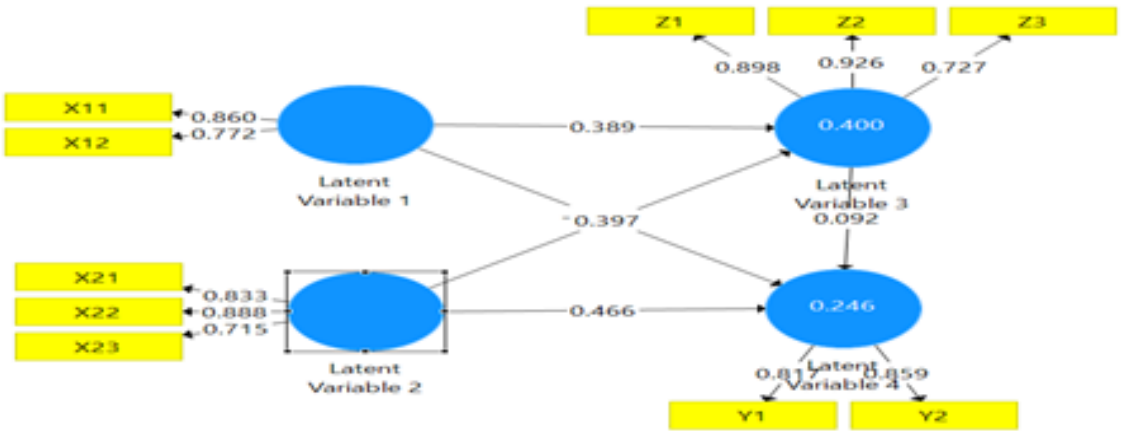
b. Estimate For Path Coefficients

The next test is to see the significance of the influence between variables by looking at the value of the parameter coefficient and the significance value of the T statistic through the bootstrapping method (Ghozali & Latan, 2015).

3. RESULTS AND DISCUSSION

3.1 Evaluation of Measurement (Outer)

Model The measurement model for the validity and reliability test, the model determination coefficient and the path coefficient for the equation model, can be seen in Figure 4.1 below :



	Latent Variable 1	Latent Variable 2	Latent Variable 3	Latent Variable 4
X11	0.860			
X12	0.772			
X21		0.833		
X22		0.888		
X23		0.715		
Y1				0.817
Y2				0.859
Z1			0.898	
Z2			0.926	
Z3			0.727	

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3.2 Evaluasi Outer Model

1. Convergent Validity

To test the convergent validity, the outer loading or loading factor value is used. An indicator is declared to meet the convergent validity in the good category if the outer loading value is> 0.7. The following is the outer loading value of each indicator in the research variable:

Varibel Tanggung Jawab	X1.1	0.860
	X1.2	0.722
Variabel Kemampuan Pegawai	X2.1	0.833
	X2.2	0.888
	X2.3	0.715
Variabel Prestasi Kerja	Z1	0.898
	Z2	0.926
	Z3	0.727
7Variabel Kinerja Pegawai	Y1	0.817
	Y2	0.859

Based on the data presented in table 4.1 above, it is known that each indicator of many research variables has an outer loading value of > 0.7.

2. Discriminant Validity

This section will describe the results of the discriminant validity test. The discriminant validity test uses the cross loading value. An indicator is declared to meet discriminant validity if the cross loading value of the indicator on the variable is the largest compared to other variables. The following is the cross loading value of each indicator.

Based on the data presentation in the table above, it can be seen that each indicator in the research variable has the largest cross loading value on the variable it forms compared to the cross loading value on other variables. Based on the results obtained, it can be stated that the indicators used in this study have good discriminant validity in compiling their respective variables.

In addition to observing the cross loading value, discriminant validity can also be determined through other methods, namely by looking at the average variant extracted (AVE) value for each indicator, it requires the value to be> 0.5 for a good model :

	AVE
X1	0.668
X2	0.665
Z	0.731
Y	0.703

3. Composite Reliability

Composite Reliability is the part used to test the reliability value of indicators on a variable. A variable can be declared to meet composite reliability if it has a composite reliability value> 0.6. The following is the composite reliability value of each variable used in this study :

Variabel	Composite Reliabelity
X1	0.801
X2	0.855
Z	0.890
Y	0.825

Based on the data presented in table 4.4 above, it can be seen that the composite reliability value of all research variables is> 0.6. These results indicate that each variable has met the composite reliability so that it can be concluded that all variables have a high level of reliability.

4. Cronbach Alpha

The reliability test with the composite reliability above can be strengthened by using the Cronbach alpha value. A variable can be declared reliable or meets Cronbach alpha if it has a Cronbach alpha value> 0.5. The following is the Cronbach alpha value of each variable :

Variabel	Composite Reliabelity
X1	0.508
X2	0.757
Z	0.816
Y	0.578

Based on the data presentation above in the table, it can be seen that the Cronbach alpha value of each research variable is> 0.5. Thus these results indicate that each research variable has met the requirements for the Cronbach alpha value, so it can be concluded that all variables have a high level of reliability.

3.3. Inner Model Evaluation

This research will explain the results of the path coefficient test, goodness of fit test and hypothesis testing.

1. Path Coefficient test

Path coefficient evaluation is used to show how strong is the effect or influence of the independent variable on the dependent variable. Meanwhile, coefficient determination (R-Square) is used to measure how much the endogenous variable is influenced by other variables. Chin said that the R2 result of 0.374 and above for endogenous latent variables in the structural model indicates that the effect of exogenous variables (which influence) on endogenous variables (which are influenced) is in the good category. Meanwhile, if the result is 0.33 - 0.67, it is in the medium category, and if the result is 0.19 - 0.33 it is in the weak category.

Based on the inner model scheme that has been shown in the figure above, it can be explained that the largest path coefficient value is indicated by the influence of responsibility for competency is 0.389, the effect of work ability on competence is 0.397, the influence of competence on performance is 0.092, the effect of responsibility on performance is 0.389, the effect of responsibility on competence is 0.397, then the effect of work ability on performance is 0.466.

2. Goodness of Fit Test

Based on data processing that has been done using the SmartPLS 3.0 program, the R-Square value is obtained as follows :

Variabel	R Square
Z	0.400
Y	0.246

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Variable R-Square Value for Job Performance Competency is 0.400 and Performance is 0.246 Based on the data presentation in the table above, it can be seen that the R-Square value for the competency variable for Job Performance Competence is 0.400. The acquisition of this value explains that the percentage of the work performance can be explained by the performance of 40%. Then for the R-Square value obtained the Performance effectiveness variable of 0.246. This value explains that performance can be explained by work ability, responsibility and work performance by 2.46%.

4. CONCLUSION

Based on the results of the research and discussion that has been stated, it can be concluded as follows:

1. Simultaneously the responsibility and ability of employees have a positive and significant effect on employee work performance at the Batam Concession Agency, so that the first hypothesis is proven.
2. Partially the responsibility variable has a positive and significant effect on employee work performance. And the responsibilities and abilities of employees have a positive and significant effect on the work performance of employees at the Batam Concession Agency,

From the regression analysis, it can also be seen that the employee ability variable has a dominant influence on employee performance.

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