
The Performance of Civil Servant Employees of the Secretariat of the Regional People's Representative Council of Klaten Regency

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Abstract

Leadership, motivation, work discipline, and commitment are the four elements that this study seeks to identify as having an effect on the performance of the civil servant (ASN) employees of the Secretariat of the Regional People's Representative Council (DPRD) of Klaten regency. The research strategy used in this study is quantitative. There are a total of 38 individuals employed by the ASN at the DPRD Secretariat within the Klaten regency. This research used the census method for sampling, with a total of 38 respondents. Gathering information by use of surveys. Statistical analysis makes use of a number of data analysis procedures, including F tests, t tests, determination coefficients, and double linear regression tests. Leadership, motivation, work discipline, and commitment all have a favorable and substantial effect on the DPRD Secretary of Klaten district's performance, according to the study. Staff performance will be at an all-time high since the secretariat of the DPRD district of Klaten is always working to enhance leadership, motivation, work discipline, and commitment

Keywords: Performance, leadership, motivation, work discipline, and commitment.

1. Introduction

Obtaining resources is essential for the prosperity of any group or business. To generate power and facilitate activity, one must have access to resources that provide energy and strength. Natural resources, monetary resources, human resources, scientific resources, and technical resources all fall under this category. Human resources, among all the resources under consideration, are of utmost importance. Human resources play a crucial role in achieving organizational goals by effectively coordinating and mobilizing various resources.

Wirawan (2012:1) emphasizes the importance of HR in achieving organizational success. Everything is sure to proceed according to plan with exceptional human resources. To guarantee the success and long-term effectiveness of a government agency's operations, including decision-making, Sutrisno (2011:2) emphasized the need for enhancing human resource management. The quality of a person's decisions in the workplace reflects their performance and analytical abilities. However, this is closely tied to the importance of being thorough and precise when assigning tasks and roles to employees. Employees who possess specialized expertise tend to excel and demonstrate greater precision when assigned to roles that align with their skills. By placing the right individual in the suitable position, a company can reach optimal performance while reducing errors.

Several factors, such as leadership style, motivation, work discipline, and dedication, are essential for enhancing quality, as human resources play a critical role in influencing

performance standards. If a company or job is committed to delivering top-notch human resources, it must thoroughly examine and improve these areas. Leadership, as described by Soekanto (2001: 318), involves the ability of a leader or leaders to influence those under their guidance. The follower behaves according to the leader's wishes. Leadership is just one facet; inspiration is another. According to Uno (2008), motivation occurs when individuals are influenced to take action towards achieving a goal or purpose. However, discipline and commitment to one's work are just as crucial. Nothing you do will have any significance unless you possess unwavering commitment and discipline in your work. Delays can have significant financial, temporal, and interpersonal consequences, impacting both the budget and the working dynamics with colleagues and HR.

Leadership, motivation, discipline, and dedication remain essential in the modern era for individuals in offices, businesses, and government organizations. Regardless of the challenges they face, employees strive to perform their best and rely on the agency they work for to shoulder the responsibility. On the other hand, it is important for workers to demonstrate professionalism, accountability, integrity, and commitment. The work ethic and performance of employees are greatly influenced by effective leadership, motivation, discipline, and unwavering commitment. These factors can have an impact on the efficiency and responsibility of staff members.

This study focuses on employee productivity at the Klaten Regency Regional Government, particularly the Klaten Regency DPRD Secretariat. The DPRD Secretariat plays a crucial role in preparing comprehensive government agency accountability reports (Good Governance) and serves as a key factor in ensuring the smooth implementation of Regional Government DPRD activities. It is an essential element in facilitating the DPRD to fulfill its responsibilities and functions as a regional apparatus, as mentioned in article 4 of Government Regulation Number 41 of 2007. The government in Klaten Regency is led by the dedicated employees of the DPRD Secretariat, who play a crucial role in executing administrative tasks and providing support to the Council's activities.

On the other hand, government objectives continue to go unmet as a result of violations committed by state public officials, indicating a persistent deficiency in HR. Without a strong internal motivation, achieving satisfactory results will be difficult. When employees knowingly violate company policy, it indicates a lack of concern for the company's success. An unengaged employee is someone who lacks dedication to the company's success and instead steers it off course, hindering its progress towards its goals. The objective of organizational commitment is to learn from errors and prevent their recurrence. Employees' performance and work discipline can be improved through effective organizational commitment, ensuring that they are always responsible for their work.

The Government Regulation (PP) of the Republic of Indonesia Number 53 of 2010 regarding Discipline of State Civil Apparatus serves as a mechanism employed by the Indonesian government to oversee the effectiveness of regional government officials. Regardless of when it occurs, any speech, writing, or action by an ASN that fails to meet their obligations and violates the restrictions on ASN disciplinary rules is deemed a disciplinary infraction.

The employees of the Secretariat of the DPRD of Klaten Regency play a crucial role in ensuring the smooth operation of a strong, efficient, effective, and responsible government, both as administrators and as aides to the Council. Effective human resource coaching and development is crucial in ensuring that employees are equipped to fulfill their responsibilities with professionalism, integrity, and impartiality. This approach also helps to maintain a clean

and transparent work environment, free from any unethical practices. The establishment of regional autonomy policy, as outlined in Law Number 23 of 2014 about Regional Government and revised by Law 32 of 2004 concerning Regional Government, firmly establishes the decentralization of the public service.

The aim of this study is to examine the impact of various factors, including leadership, motivation, work discipline, and dedication, on the DPRD Secretariat of Klaten Regency, which employs ASN personnel. The study will provide valuable data on leadership, motivation, work discipline, and commitment. This data will greatly impact the efficiency and effectiveness of the Klaten Regency DPRD's staff in facilitating the work of its members.

Given the suboptimal evaluation results of the Klaten Regency Government Agency Performance Accountability (AKIP) for 2021 and 2022 (approximately 65%), this study was undertaken to specifically examine the employees of the Klaten Regency DPRD Secretariat. Put simply, the employee's performance review was deemed either satisfactory or insufficient. When compared to other districts and cities that consistently achieve objectives of 70% or even 80%, this result falls short of expectations. Furthermore, the Klaten Regency DPRD Secretariat has the opportunity to gain valuable insights from the analysis of this study issue. This information can be utilized to improve the performance of the staff.

There were several below-average employee performance assessments in the 2021 and 2022 AKIPs released by the Indonesian Ministry of State Apparatus Empowerment and Bureaucratic Reform. These included: (1) improving HR capacity; (2) planning for performance; (3) measuring performance; (4) evaluating performance; and (5) achieving performance goals. Without thoroughly examining every matter, the government will struggle to analyze them all, resulting in below-average performance from employees.

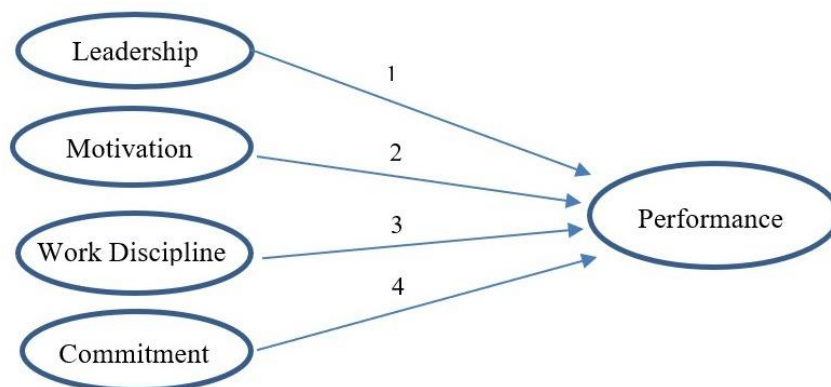
Further investigation is necessary in this field, aiming to pinpoint the factors that lead to underwhelming employee performance. "The Impact of Leadership, Motivation, Work Discipline, and Commitment on the Performance of ASN Employees at the Klaten Regency DPRD Secretariat" is the working title of the upcoming study. The aim of this study is to explore the correlation between leadership, motivation, work discipline, and dedication in relation to the performance of ASN workers at the DPRD Secretariat in Klaten Regency.

2. Methods

A quantitative descriptive methodology is used in this study. The author of this quantitative descriptive study at the Klaten DPRD Secretariat zeroes in on the effects of leadership, inspiration, discipline, and dedication on the productivity of ASN staff. The purpose of this study was to examine the relationship between ASN workers' performance and factors such as leadership style, motivation, work discipline, and dedication at the DPRD Secretariat in Klaten Regency.

A total of 38 ASN staff members from the DPRD Secretariat in Klaten Regency made up the study's population. This study drew from a pool of 38 participants. Saturated sampling, also known as census sampling, is the sample strategy to be employed in this study, which is a non-random sampling approach.

Observation, documentation, questionnaires, and literature review were the means of data collecting used in this study. Following data collection, SPSS 27 was used to analyze the information using multiple linear regression analysis methods. The equation model showed in Figure 1 is used for regression analysis.



Source: Model development, 2023.

Figure 1. Research Design

Table 1. Multiple Linear Regression Results

No	Variable	Unstandardized B	Information
1	(Constant)	0.556	Positive
2	Leadership	0.179	Positive
3	Motivation	0.247	Positive
4	Work Discipline	0.407	Positive
5	Commitment	0.149	Positive

Source: Primary data processed in 2023

$$Y = a + b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e$$

Information:

Y: Performance Variables

X1: Leadership Variable

X2: Motivation Variables

X3: Work Discipline Variables

X4: Commitment Variable

a: constant

b1, b2, b3, b4: correlation coefficient

e: error term/ bully mistake

3. Result

3.1. Multiple Linear Regression Test

Based on Table 1, it can be seen that the regression equation formed is:

$$Y = 0.556 + 0.179X_1 + 0.247X_2 + 0.407X_3 + 0.149X_4 + e$$

From this equation it can be explained that:

Constant (a)

This means that if leadership, motivation, work discipline and commitment are considered constant, then employee performance is positive.

Leadership Coefficient (b1)

This means that if leadership improves, employee performance will increase.

Motivation Coefficient (b2)

This means that if motivation increases, employee performance will increase.

Work Discipline Coefficient (b3)

This means that if work discipline increases, employee performance will increase

Commitment Coefficient (b4)

This means that if commitment increases, employee performance will increase.

3.2. Model Feasibility Test

Based on the model feasibility test findings in Table 2, we may conclude that H_a is more likely to be true than H_0 since the F score is 33.408 with the significance level is 0.000. That is to say, the model passes the feasibility test and demonstrates that leadership, motivation, work discipline, and commitment all have a major impact on staff performance in the DPRD Secretariat of Klaten Regency.

3.3. Hypothesis Testing

Based on the results of the t test in Table 3, it can be explained in a hypothesis which is in the following form:

The Influence of Leadership on Employee Performance

Leadership has a t score 2.904 with significance level of 0.001, so H_1 is supported. It can be concluded that there is a positive and significant influence of leadership on employee performance at DPRD Secretariat of Klaten Regency.

Table 2. Model Testing Results

Model	F	Sig.	Information
Regrescsion	33.408	0.000	Decent Model

Source: Primary data processed in 2023

Table 3. Hypothesis Testing Results

Hypothesis	t	Sig.	Information
H1	2.904	0.001	H1 is supported
H2	2.812	0.005	H2 is supported
H3	4.107	0.000	H3 is supported
H4	2.518	0.010	H4 is supported

Source: Primary data processed in 2023

☑ The Effect of Motivation on Employee Performance

The score of t for motivation is 2.812 with significance level of 0.005 indicate that H2 is supported. It is evident that motivation plays a crucial role in enhancing employee performance at DPRD Secretariat of Klaten Regency.

☑ The Effect of Work Discipline on Employee Performance

The score of t for motivation is 4.107 with significance level of 0.000 indicate that H3 is supported. It is evident that work discipline has a strong and beneficial impact on employee performance at DPRD Secretariat of Klaten Regency.

☑ The Effect of Commitment on Employee Performance

The score of t for motivation is 2.518 with significance level of 0.010 indicate that H4 is supported. It is evident that commitment has a strong and beneficial impact on employee performance at DPRD Secretariat of Klaten Regency.

3.4. Coefficient of Determination Test (R²)

A computed adjusted R-squared value of 0.635 was obtained as seen in Table 4. It is evident that factors such as leadership, motivation, work discipline, and commitment play a significant role in determining employee performance, contributing to 63.5% of the variance. The remaining 36.5% is influenced by other factors such as workload, pay, education, and others.

4. Discussion

4.1. The influence of leadership on employee performance of DPRD Secretariat at Klaten Regency

According to the tests presented in Table 3, it is evident that leadership has a strong and positive impact on employee performance. These findings demonstrate a clear correlation between leadership level and employee performance. This research aligns with previous studies conducted by Wa Ode Zus nita Muizu, Umi Kaltum, Ernie T. Sule (2019) which found that leadership has a strong and positive impact on employee performance.

The role of leadership in an organization is crucial for enhancing employee performance at the Klaten Regency DPRD Secretariat. This leadership role will be achieved when there is a strong and harmonious connection between leaders and their team members. By fostering a collaborative and supportive environment, the efficiency of completing tasks will improve, leading to enhanced employee performance.

4.2. The influence of motivation on employee performance of DPRD Secretariat at Klaten Regency

According to the tests presented in Table 3, it is evident that motivation has a strong and positive impact on employee performance. These findings demonstrate a clear correlation

Table 4. Coefficient of Determination Results

<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>
1	0.765	0.623	0.635	1.48875

Source: Primary data processed in 2023

between motivation and improved employee performance. This research aligns with a previous study conducted by Aidin Bentar, Murdijanto Purbangkoro, and Dewi Prihatini (2017) which found that motivation has a positive and significant impact on employee performance.

Having a strong drive and enthusiasm is crucial for fueling creativity and effectively carrying out tasks. In an organization, the motivation provided by leaders plays a crucial role in enhancing the performance of employees at the Klaten Regency DPRD secretariat. The effectiveness of leadership is dependent on the establishment of a positive and cohesive relationship, as well as effective communication, between those in positions of authority and their subordinates. Regular coordination meetings are held to discuss the implementation of daily activities or work. During these meetings, the leadership always provides motivation to encourage everyone to carry out their work effectively. The leadership consistently fosters an environment that promotes creativity and innovation, enabling efficient and effective completion of work.

4.3. The influence of work discipline on employee performance of DPRD Secretariat at Klaten Regency

According to the findings presented in Table 3, it is evident that there is a strong and positive correlation between work discipline and employee performance. These findings demonstrate a clear correlation between strong work discipline and improved employee performance. This research aligns with prior studies conducted by Deni (2018) and Sunday et al. (2019). The level of employee performance is greatly influenced by their adherence to work discipline.

The Klaten Regency DPRD Secretariat places a strong emphasis on employee discipline, specifically by promoting greater obedience and adherence to regulations concerning obligations and prohibitions.

4.4. The influence of commitment on employee performance of DPRD Secretariat at Klaten Regency

According to the tests presented in Table 3, it is evident that commitment has a strong and positive impact on employee performance. These findings demonstrate a clear correlation between a strong level of dedication and a noticeable improvement in employee performance. This research aligns with previous research conducted by Kristanty Natalia Marina Nadapdap (2017) that demonstrates the positive and significant impact of commitment on employee performance.

Employees at the Klaten Regency DPRD Secretariat demonstrate a strong dedication to their work, evident in their trust and support for the organization's core principles. They are committed to making significant contributions and maintaining their membership within the organization. Their unwavering determination to act in the best interest of the organization is fueled by their firm belief in its values and goals. By fostering a strong sense of commitment, the productivity of employees at the Klaten Regency DPRD Secretariat will also experience a significant boost.

5. Conclusion

The study aimed to investigate the impact of leadership, motivation, work discipline, and commitment on employee performance within the Klaten Regency DPRD Secretariat. By

employing the census method, a sample of 38 respondents was acquired and subjected to data analysis using a multiple linear regression test.

After conducting hypothesis testing and engaging in discussions, it has been determined that leadership, motivation, work discipline, and commitment collectively and individually contribute to the positive and significant impact on the performance of employees at the Klaten Regency DPRD Secretariat. The research suggests that the Klaten Regency DPRD Secretariat should focus on enhancing leadership, motivation, work discipline, and commitment in order to enhance employee performance and achieve better results.

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