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The Effect of Apparatus Empowerment on Employee Performance in the Government Sector

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Abstract

This study aims to determine the Impact of Apparatus Empowerment on Employee Performance in the Government Sector. This study used a sample of 27 people. The data analysis used is Simple Linear Regression. The results of the hypothesis test between Apparatus Empowerment (X) on Employee Performance (Y) at the Ponelo Islands Sub-district Office, North Gorontalo Regency, obtained a sig value for the influence of the Apparatus Empowerment variable on Employee Performance obtained at 0.000 while the value was 0.05. If the two values are compared, the sig value (0.000) is still smaller than the value (0.05). Therefore, it was concluded that Apparatus Empowerment was positive and significant for Employee Performance at the Ponelo Islands Sub-district Office, North Gorontalo Regency. The amount of influence of Apparatus Empowerment on Employee Performance at the Ponelo Islands Sub-district Office, North Gorontalo Regency is 59.3%. While the remaining 40.7% was influenced by other factors or variables that were not studied in this study.

Keywords: Apparatus Empowerment, Employee Performance

INTRODUCTION

Improving employee performance is one of the important factors in realizing good governance. Optimal apparatus performance plays an important role in supporting the implementation of public policies and quality services to the community. However, in reality, many government agencies still face various challenges in improving employee performance. Factors that affect low employee performance can come from various aspects, including human resource management, the work environment, to the apparatus empowerment system that has not run optimally.

Apparatus empowerment is one of the important strategies that can be carried out to improve the quality of human resources in the government sector. Apparatus empowerment refers to efforts to improve the ability, confidence, and authority of employees in carrying out their duties and responsibilities. With the right empowerment, employees are expected to be able to take initiative, innovate, and be more empowered in facing work challenges. This is in line with the modern management concept which emphasizes the importance of active involvement of employees in the decision-making process, thereby creating a greater sense of ownership and responsibility for work results.

However, the implementation of empowerment programs in government agencies often faces various obstacles. One of them is the resistance of the employees themselves, where empowerment is often considered an additional burden. In addition, there are still many government agencies that do not have a clear mechanism in managing the empowerment process, so the expected results have not been achieved. This indicates the need for further studies related to how apparatus empowerment can have a significant influence on employee performance, especially in the government sector.

This study aims to analyze the influence of apparatus empowerment on employee performance in the government sector. Through this study, it is hoped that a comprehensive picture can be obtained about the extent to which apparatus empowerment is able to improve performance, as well as what factors affect the success of the empowerment program. The findings of this study are expected to be the basis for the government in formulating more effective policies related to human resource development, in order to realize a competent and competitive government apparatus.

According to Yudhoyono (2010), Apparatus Empowerment focuses on developing the capacity of human resources (HR) in the bureaucracy, in order to be able to carry out government tasks effectively and efficiently. Apparatus empowerment has several key aspects, which include: 1) Increasing Competence and Capacity Yudhoyono emphasized the importance of training and development for state civil servants (ASN) to have the appropriate skills, knowledge, and attitudes to face the challenges of modern government. This includes managerial, technical, and understanding of public policy. 2) Bureaucratic Reform Yudhoyono supports bureaucratic reform to create a more transparent, accountable, and public service-oriented government system. These reforms include restructuring the organizational structure, work procedures, and reforming the performance-based payroll and rewards system. 3) Good Governance Apparatus empowerment is directed to support the realization of good governance. This includes the application of the principles of transparency, participation, accountability, and effectiveness in the administration of government.3) Morality and Integrity, Yudhoyono also emphasized the importance of morality and integrity for state apparatus. Leaders and civil servants are expected to uphold the values of honesty, ethics, and professionalism in carrying out government duties. 4) Government apparatus needs to be empowered to be able to provide fast, precise, and responsive public services to the needs of the community. This is done through improving the service system and the application of information technology in government administration. Thus, according to Yudhoyono, the empowerment of the apparatus includes

increasing capacity, morality, and implementing bureaucratic reforms to create a better and effective government.

According to Suradji (2015), employee performance is the result of the ability, effort, and support received from the work environment, as well as the interaction between the three that determines success in achieving work goals. Performance is measured by the level of achievement of tasks or responsibilities given to employees, with certain indicators such as quantity, quality, time, and effectiveness. Factors Affecting Performance; 1) Ability: The ability of employees includes the skills, knowledge, and competencies they have to carry out their duties well. Employees who have the right abilities will more easily achieve the expected results. 2) Effort: The effort spent by employees in working has a great influence on performance. The greater the effort expended, the higher the likelihood of achieving the goal. 3) Support from Environment: A supportive work environment, both from colleagues, leaders, and existing facilities, can increase employee motivation and productivity, thus having a positive effect on their performance. According to Suradji (2015) the Main Components of Performance are; 1). Work Quantity: The number of jobs that can be completed in a given time. 2). Work Quality: The level of conformity of the work results with the predetermined standards. 3). Timeliness: How quickly and accurately employees complete the given work.4). Effectiveness: How much work results contribute to the achievement of the organization's overall goals.

According to Suradji, employee performance measurement involves the use of quantitative and qualitative indicators to assess work results. Suradji emphasized the importance of fair and objective evaluations based on clear criteria, as well as considering aspects that affect performance such as motivation, job satisfaction, and employee involvement in the work process.

According to Suradji, there are several ways to improve employee performance, namely by increasing training and development, creating a conducive work environment, providing appropriate incentives, and conducting periodic performance evaluations. This theory emphasizes that employee performance is not only determined by individual abilities, but also by effort and support for a good work environment.

RESEARCH METHODS

The method used in this study is a survey method with a quantitative research approach. Riduwan (2017) revealed that survey research is a study that takes samples from one population and uses questionnaires as the main data collection tool. In quantitative research, the determination of the number of informants to be used is not based on the quantity but on the quality of the information provided on all the questions that have been provided. The data obtained will be more valid if the selected informant is an employee at the Ponelo Sub-district Office, North Gorontalo Regency.

To ascertain whether there is an influence of Apparatus Empowerment on employee performance at the Ponelo Sub-district Office, North Gorontalo Regency. So the test was carried out using a simple regression method.

Based on the purpose of the research to be carried out, this study uses a quantitative descriptive analysis method, where the data that has been collected from the respondents, especially from the questionnaire is described and poured in a frequency and percentage table. Furthermore, to test the influence of each independent variable on the dependent variable, a statistical test was carried out using simple regression analysis (Riduwan, 2017).

RESEARCH RESULTS

Based on the results of the determination coefficient analysis, it can be seen that the R value or correlation is 0.770. Then the R value$^{of\,2}$ or the determination coefficient is 0.593 which

means that the influence has a positive value of 59.3%. This means that the influence of Apparatus Empowerment on Employee Performance at the Ponelo Islands Sub-district Office, North Gorontalo Regency is 59.3%. While the remaining 40.7% was influenced by other factors or variables that were not studied in this study.

The results obtained in the test were that Apparatus Empowerment had an effect on Employee Performance at the Ponelo Islands Sub-district Office, North Gorontalo Regency because of the Sig value of < α (0.000< 0.05) and a value = 0.593 which means that the influence of Apparatus Empowerment on Employee Performance in the Government Sector at the Ponelo Islands Sub-district Office, North Gorontalo Regency was 59.3%. While the rest (100%-59.3% = 40.7%) is influenced by other factors outside the study. This is in line with the theory that Employee Performance is greatly influenced by Apparatus Empowerment, when Apparatus Empowerment is not optimal, it can be an inhibiting factor for Employee Performance itself.R^2

The empowerment of apparatus at the Ponelo Islands Sub-district Office, North Gorontalo Regency has been good, but it cannot be said to be maximum. Efforts must be made to improve the suber of human resources.

CONCLUSION

Based on the results of the analysis and discussion, the researcher can draw the conclusion that the hypothesis test between Apparatus Empowerment (X) on Employee Performance (Y) at the Ponelo Islands Sub-district Office, North Gorontalo Regency, obtained a sig value for the influence of the Apparatus Empowerment variable on Employee Performance obtained of 0.000 while the value was 0.05. If the two values are compared, the sig value (0.000) is still smaller than the value (0.05). Therefore, it was concluded that Apparatus Empowerment was positive and significant for Employee Performance at the Ponelo Islands Sub-district Office, North Gorontalo Regency. The amount of influence of Apparatus Empowerment on Employee Performance at the Ponelo Islands Sub-district Office, North Gorontalo Regency is 59.3%. While the remaining 40.7% was influenced by other factors or variables that were not studied in this study.

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