
ANALYSIS OF THE EFFECT OF SUPERVISION AND WORK FACILITIES ON THE EFFECTIVENESS OF EMPLOYEES IN THE FIRE CONTROL AND TRIBE SAFETY SECTION IN GULKARMAH CITY ADMINISTRATION IN WEST JAKARTA

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ABSTRACT

Influences of Supervisory and Facilities work Towards Increasing the effectiveness of the work of employees on a Section fire control and rescue service of the Gulkarmat tribe of West Jakarta. Research was conducted to find out the magnitude of the supervision and Facilities work towards Increasing the effectiveness of the work of employees on a Section fire control and rescue service of the Gulkarmat tribe of West Jakarta. The research methods used in this research are quantitative methods through survey, with a total population of 44 people and the sample is 44 people or saturated sample or census. Based on the analysis with the help of SPSS indicates that: partially t test results show that Oversight has a positive influence and significantly to the effectiveness of the work of the employees, because t count is greater than the t table. Partially the second test result shows that the employment facilities of t have a positive and significant influence to the effectiveness of the work of the employees, because t count is greater than the t table. Free variable monitoring and On-site work jointly tested through trials of F has a positive influence and significantly to the effectiveness of the work of the employees, because F count greater than F table.

Keywords: effectiveness of workplace employees, supervision, facilities work

INTRODUCTION

The phenomenon that occurred when the author made initial observations in the Fire Control and Rescue Section of the Gulkarmat Sub-dept., West Jakarta Administration, showed facts that illustrate the low effectiveness of work, such as the high frequency of fires, the length of the extinguishing process, and some employees who are less efficient in carrying out their duties. work, lack of respect for time, wasteful in the use of costs, completion of tasks

that are not timely, employee initiative and innovation are still lacking, employee loyalty and skills are lacking, there are still errors in task completion procedures, apart from that the existing work facilities or facilities are inadequate, many work equipment is damaged such as personal protective equipment, rescue equipment, and fire trucks and equipment.

Every research certainly has a goal to be achieved. The purpose of carrying out this research is that apart from being a source of knowledge and insight for researchers, it also aims to:

1. To analyze and evaluate the magnitude of the effect of supervision on the work effectiveness of employees in the Fire Control and Rescue Section of the Gulkarmat Sub-dept., West Jakarta Administration.

2. To analyze the magnitude and evaluate the effect of work facilities on the work effectiveness of employees in the Fire Control and Rescue Section of the Gulkarmat Sub-dept. of West Jakarta Administration.
3. To analyze and evaluate the effect of joint supervision and work facilities on the work effectiveness of employees in the Fire Control and Rescue Section of the Gulkarmat Sub-dept., West Jakarta Administration.

Factors Affecting Work Effectiveness

According to Hasibuan (2010: 31) suggests that there are several things that need to be considered in measuring the effectiveness of an organization including;

1. Planning. Planning is planning the workforce effectively and efficiently, to suit the needs of the organization.
2. Organizing. Organizing is an activity to organize all employees by determining the division of labor, work relations, delegation of authority, integration and coordination in the organizational chart. With a good organization will help the realization of goals effectively.
3. Briefing. Directing is the activity of directing all employees to cooperate and work effectively and efficiently in helping to achieve organizational, employee and community goals.
4. Control. Control is the activity of controlling all employees, so that they obey the rules and work according to the plan. Employee control includes attendance, discipline, behavior and cooperation, implementation of work and maintaining the work environment.
5. Discipline. Discipline is an activity to maintain or improve the physical, mental and loyalty conditions of employees so that they continue to work well together.
6. Development. Development is the process of improving the technical, theoretical, conceptual, and moral skills of employees through education and training.

Dimensions and Indicators of Work Effectiveness

To measure work effectiveness according to Hasibuan, (2010: 105) can be used four dimensions of work effectiveness, namely:

Work quality. Quality of work is the neatness, accuracy, and attachment of work done well in order to avoid mistakes in completing a job.

Utilization of time. Utilization of time is the use of the working period that is adjusted to company policy so that the work is completed at a predetermined time.

Job satisfaction. Job satisfaction is the level of pleasure in carrying out the work that is charged as a result of the rewards received to meet needs.

Achievement of objectives. The company's ability to achieve predetermined goals. Every company has different goals and different ways to achieve them. Not all companies have the sole purpose of profit.

Dimensions And Monitoring Indicators

In the supervision process, according to Pasaribu (2011:34-35), the benchmark for supervision can be measured from the following dimensions and indicators.

1. Monitoring. That is the activity carried out by the leader directly at the place where the incident occurred and where the subordinate is on duty. This monitoring can be measured through: Live checks.
2. Inspection. Namely activities carried out through observation, recording, investigation and study carefully and systematically on everything that has to do with work. This examination can be measured through:
 - Observations accompanied by recording.
 - Investigation.
3. Guidance and Briefing. Namely the activities carried out by the leadership in providing advice and direction on the implementation of tasks. This guidance and direction can be measured through:

- Giving advice.
- Provide task directions.
- 4. Disciplinary action. Namely the leadership's decision in order to provide sanctions for subordinates who violate the applicable provisions. This disciplinary action can be measured through:
 - Give sanctions or penalties.
 - Give awards.
- 5. Corrective action. That is the effort made by the leader to correct mistakes or deviations made by subordinates. This corrective action can be measured through:
 - Take corrective action.
 - Provide solutions for improvement.

Work Facilities

In measuring facilities according to Faisal (2005:22) there are five indicators used, namely:

1. As needed.
2. Able to optimize work results.
3. Easy to use.
4. Speed up the work process.
5. Placements are laid out properly.

LITERATURE REVIEW

Effect of Supervision on Employee Work Effectiveness

Supervision is a process to ensure that all activities are carried out according to what has been planned. The process of ensuring that actual activities conform to the planned activities. Thus it can be said that supervision can affect the effectiveness of employee work.

Effect of Work Facilities on Work Effectiveness

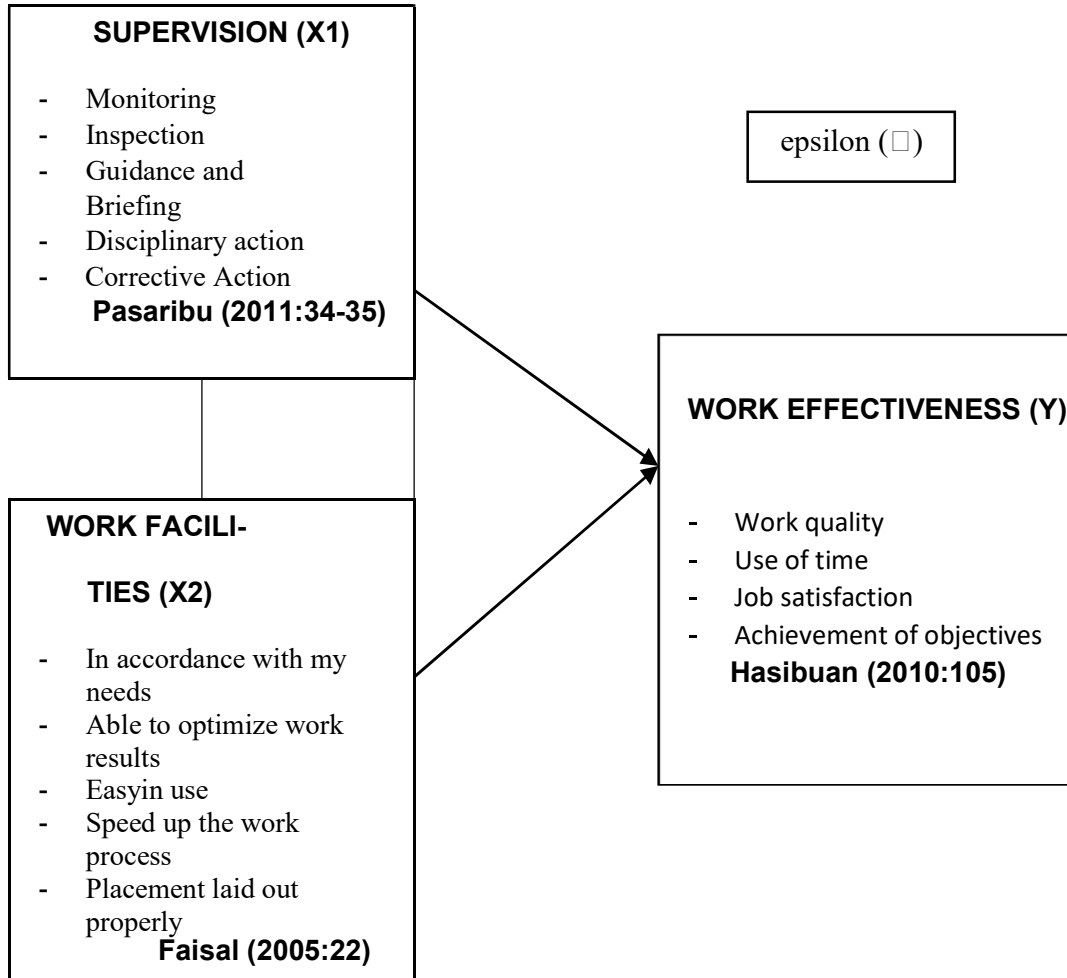
A facility is a physical facility that can process an input (input) into an output (output), as according to Harmizar in Qayyum Habib (2014: 81).

So that if the availability of work facilities is in accordance with what is needed or desired, of course all work or tasks can be carried out properly in accordance with expectations and in the end work effectiveness can be achieved.

The Effect of Monitoring and Working Facilities Together on the Effectiveness of Employees' Work

This research was conducted to analyze the effect of supervision and work facilities together on work effectiveness. Good supervision will affect work effectiveness and supporting work facilities can increase employee effectiveness, and finally it can be concluded that work supervision and facilities will affect employee work effectiveness.

METHOD



RESEARCH RESULTS AND DISCUSSION

Data Validity Test

The test results for normality, validity and reliability are intended to determine the level of normality in the research material, as well as the validity of the data used in the distribution of the questionnaire as well as the real level of the data to be tested.

Data analysis .

The author uses a strategy by analyzing and testing hypotheses in accordance with the research concept quantitatively, by proving whether or not the initial hypothesis (hypotheses) are studied for the variables studied.

Research Findings Hypothesis Testing

The hypotheses proposed in this study are as follows:

1. $H_0 : b_i = 0$; There is no Supervision effect

on the work effectiveness of the employees of the Fire Control and Rescue Section of the Gulkarmat Sub-dept. of West Jakarta Administration.

$H_1 : b_1 \neq 0$; There is an effect of Supervision on the effectiveness of the work of employees in the Fire Control and Rescue Section of the Gulkarmat Sub-dept., West Jakarta Administration.

If $t_{count} > t_{table}$, then H_0 is rejected and H_1 is accepted.

2. $H_0 : b_2 = 0$; There is no effect of Work Facilities

on the effectiveness of employees in the Fire Control Section and Rescue of the West Jakarta Administration Gulkarmat Sub-dept.

$H_1 : b_2 \neq 0$; There is an influence of Work Facilities

on the effectiveness of the work of employees in the Fire Control and Rescue Section of the Gulkarmat Sub-dept., West Jakarta Administration.

If $t_{count} > t_{table}$, then H_0 is rejected and H_1 is accepted.

3. $H_0 : b_1 = b_2 = 0$; There is no effect of joint supervision and work facilities

The same applies to the effectiveness of employees in the Fire Control and Rescue Section of the Gulkarmat Sub-dept., West Jakarta Administration.

H_1 : one or

second $b_1 \neq 0$; There is an effect of joint supervision and work facilities on the work effectiveness of employees in the Fire Control and Rescue Section of the Gulkarmat Sub-dept. of West Jakarta Administration.

If $F_{count} > F_{table}$, then H_0 is rejected and H_1 is accepted.

Discussion

Analysis of the effectiveness of employees' work through the Supervision approach in the Fire Control and Rescue Section of the Gulkarmat Sub-dept., West Jakarta Administration.

The t-test shows that the employee's work effectiveness is influenced by the Supervision in the Fire Control and Rescue Section of the Gulkarmat Office of West Jakarta Administration, because the magnitude of the influence of Supervision is 38.8%, this shows how important the Supervision factor is in relation to the work or task at hand. carried out by an employee so that the policies given are not wrong in conveying to the public. The better and more effective the supervision is, it is hoped that the work effectiveness of employees in the Fire Control and Rescue Section of the Gulkarmat Sub-department of West Jakarta Administration will increase.

The results of the analysis of the calculation of the Work Facility Factor have a positive and significant effect on the effectiveness of the work of employees in the Fire Control and Rescue Section of the Gulkarmat Sub-dept. of West Jakarta Administration, the value of the influence is 41.3%. This condition is very reasonable, because the better the work facilities, the more effective the work of employees in the Fire Control and Rescue Section of the Gulkarmat Sub-department, West Jakarta Administration.

Employees in the Fire Control and Rescue Section of the Gulkarmat Sub-department of West Jakarta Administration will feel satisfied in carrying out their duties if they are supported by the Work Facilities carried out by the leadership.

Therefore, based on the description above, it shows that a well-implemented Work Facility will have a positive and significant effect on the work effectiveness of the employees of the Fire Control and Rescue Section of the Gulkarmat Sub-dept., West Jakarta Administration.

Analysis of the influence between the factors of Supervision and Work Facilities on the effectiveness of employees' work based on the F test or simultaneous testing shows a large effect of 49.1%.

In detail the results of these tests can be explained and discussed, namely:

The magnitude of the influence of Supervision and Work Facilities together on the effectiveness of employees' work is 49.1% indicating that jointly Supervision and Work Facilities have a very large effect on the effectiveness of employees' work in the Fire Control and Rescue Section of the Gulkarmat Office of West Jakarta Administration compared to with other factors.

If Supervision is GR Terry in Fahmi (2011:84). Supervision can be defined as the process of determining what must be achieved, namely what standards are being carried out, namely implementation, evaluating implementation and if necessary making improvements, so that implementation is in accordance with the plan, that is, aligned and standard, and if accompanied by the implementation of good work facilities together will certainly have a big effect on the effectiveness

employee work and can improve the effectiveness of employees' work in carrying out their duties and responsibilities in the Fire Control and Rescue Section of the Gulkarmat Sub-dept. of West Jakarta Administration.

If it is associated with previous research, it shows that Supervision and Work Facilities together affect the effectiveness of employees' work, although there are differences in terms of research locus, number of respondents and research time. The performance of the employees in the Fire Control and Rescue Section of the Gulkarmat Sub-dept., West Jakarta Administration, is correct.

Overall, the results of the research above, based on the analysis conducted on the Fire Control and Rescue Section of the Gulkarmat Sub-department, West Jakarta Administration, indicate that effective supervision if carried out in conjunction with the support of good work facilities will have a positive impact on increasing the work effectiveness of the fire and fire control section employees. Rescue of the West Jakarta Administration Gulkarmat Sub-dept.

CONCLUSION

From the results of the analysis and discussion described in Chapter IV, conclusions can be drawn, including:

There is a significant effect of Supervision on the effectiveness of employees' work. This is evidenced by the results of calculations showing that t count variable Supervision employees $>$ than t table, so it is concluded that employee supervision has a positive and significant effect on the effectiveness of employee work, and the magnitude of the effect is 38.8%.

1. In testing the independent variable X_2 , namely work facilities, it shows that t count of work facilities $>$ than t table so that it can be concluded that the independent variable of work facilities has a positive and significant effect of 41.3
2. % of the employee's work effectiveness variable.
3. In multiple regression testing using the F test, it shows that the independent variable Supervision and the independent variable work facilities together have a positive and significant influence of 49.1% on the dependent variable of employee work effectiveness, because F count $>$ F table.

SUGGESTION

Based on the conclusions above, the suggestions that can be submitted in this study are:

1. To Leaders

a. Leaders should carry out direct supervision by being at the scene (TKP) when carrying out fire and rescue operations such as for example

: establish a poskotis (gathering point) to manage the strategy of extinguishing the rescue and control the position of members at the scene, so it is hoped that in the event of a fire accident, victims and greater material losses can be minimized.

b. It is necessary to procure modern work facilities, adequate sophisticated fire fighting equipment according to the increasingly rapid development of the times and population growth so that the risk of fire and other disasters can be quickly addressed, victims and losses can be suppressed and the work pattern of the team will be more effective (improving work effectiveness). employee).

2. To employees:

- a. Employees are required to follow the direction of the leadership when carrying out operational tasks by using these work facilities so that when carrying out their duties they can be effective, safe and quickly completed from the expected target.
- b. In addition, employees are required to use the work facilities that have been provided with full responsibility, and can take good care of the equipment and work facilities.

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