

PERFORMANCE EVALUATION OF SUKOHARJO REGENCY DPRD

MEMBERS IN 2021

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Abstract

The goal of this study was to evaluate whether the variables of flexibility, motivation, work stress, and rewards have a substantial effect on employee performance. Additionally, to determine whether a significant concurrent influence exists and which variables are most influential in determining employee performance for members of the Sukoharjo Regency DPRD. The descriptive quantitative technique was utilized. The population in this study consisted of 43 employees, and the total population was sampled using quota sampling. Primary and secondary data were collected using the following techniques: observation, documentation, questionnaires, and literature review. Multiple linear tests were employed to analyze the data in this study. The study's findings indicate that: The study's findings indicate that: 1) Flexibility, motivation, work stress, and rewards all have an effect on employee performance at DPRD members of Sukoharjo Regency; 2) Flexibility has an effect on employee performance at DPRD members of Sukoharjo Regency; 3) Motivation has an effect on employee performance at DPRD members of Sukoharjo Regency; and 4) Work stress has an effect on employee performance at DPRD members of Sukoharjo Regency.

Keywords: *employee performance, flexibility, motivation, work stress, rewards.*

Introductions

Corona Virus Disease 2019 (Covid-19) spread globally, affecting education, society,

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culture, and commerce. There are numerous new behaviors that everyone must adopt in order to prevent the spread of this virus, one of which is social distancing and keeping a certain level of separation from others. Companies and government agencies must alter their work environments in order to maintain social distance for government personnel, employees, and community officials.

Work flexibility becomes the concept of changing work patterns that make it possible for employees to be able to choose work time. These settings include Flexibility in scheduling working hours (Flexy Time), Flexibility of the number of hours worked (Shifting, Job Sharing), and Flexibility of the workplace (WFH) (Fadihila & Wicaksana, 2020). Work flexibility is also predicted to be a solution in the future to improve job satisfaction, agency commitment, work-life balance and encourage employees to provide the best performance. Employees who are given the freedom to work are expected to achieve optimal output still, regardless of the achievement process (Wirasto, 2019). In its research (Wirasto, 2019) revealed that work flexibility has a positive and significant effect on employee performance.

Motivation should be chosen in such a way that it piques an individual's interest in taking specified actions to reach a goal. A person's motivation will manifest itself through behavior targeted at achieving a desired outcome (Basri & Mayasari, 2015). Motivation is a difficult problem to address in an organization because each member's requirements and desires are unique. As a result, leaders must have a firm grasp on what motivates their employees or subordinates. Person performance will naturally improve if the employee is motivated to accomplish his or her job. (Nuraini, 2017). Motivation will affect employee performance if the organization can pay attention to the welfare and various benefits or awards given following the workload of each employee. His research (Basri & Mayasari, 2015) suggested that motivation significantly affects employee performance. In line with this, Wahyuningsih (2015) also concluded that motivation affects the company's performance.

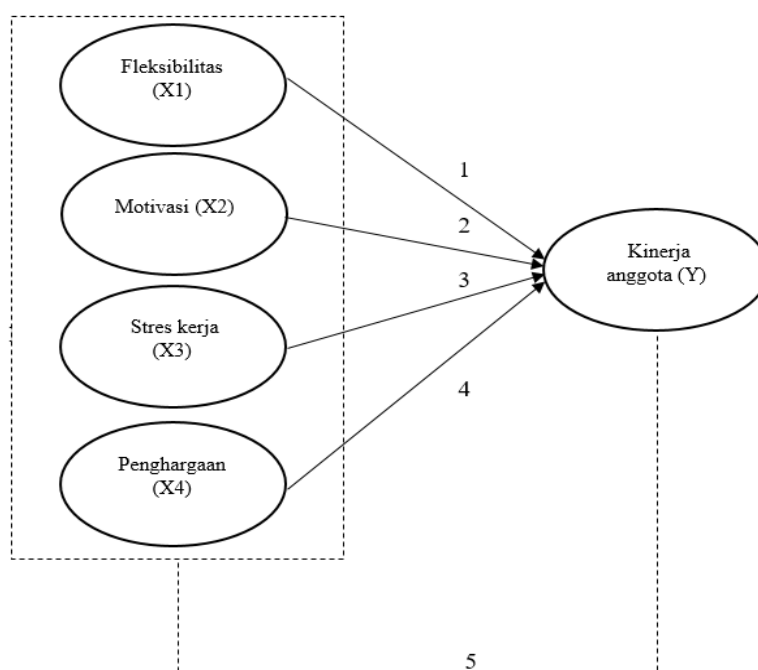
The obstacle experienced during a pandemic for board members is work stress. The increased workload and changes in work atmosphere that are usually done in the office must now be done inside the home. Stress can occur in any individual/human being and at any time, because stress is an inevitable part of human life (Self-Employed, 2019). Man tends to experience stress if he cannot adjust between desire and existing reality, both inside and outside himself. Work stress must be managed appropriately since individuals who are prone

to stress at work will feel frustrated, emotional, and uneasy, which can contribute to organizational failure by interfering with one another's ability to do tasks (Gondo & Prasetyo, 2017).

Award programs are important for organizations because they reflect their efforts to maintain HR as a major component and are the most important cost component. In addition to these considerations, the award is also one of the meaningful aspects because for individuals or trainees the magnitude of the award reflects the size of the value of their work among the trainees themselves, the family, and the community (Hafied, 2017). Leaders need to consider the quality of human resource performance, one of which is recognizing the level of accuracy and speed of trainees in the form of rewards. With this system the results of work worked by trainees become more invaluable. Rewards include not only quantitative elements such as salaries, wages and others, but also other elements that are tangible instead of money, such as opportunities to carry out greater responsibilities, career opportunities, opportunities to learn and develop, a decent quality of life in organizations and others (Pertiwi, 2017). His research found that human resource development positively and significantly affects employee performance.

Literature Review

Frame Work Thinking And Hipotesis



The hypotheses of this study are:

1. The influence of flexibility, motivation, work stress, and appreciation simultaneously and significantly on the performance of members of the Sukoharjo District People's Representative Council.

Nuraini's research (2017) states that flexibility mediates employee motivation in improving performance, meaning that if employee motivation is high, it will suppress work stress and improve employee performance.

H1: Flexibility, motivation, job stress, and rewards all have a substantial impact on members of the Sukoharjo District House of Representatives' performance.

2. Influence of flexibility on the performance of members of the Sukoharjo District People's Representative Council.

Wicaksono (2019) states that flexibility has a positive and significant influence on employee performance and satisfaction. The unlimited working time and the absence of binding regulations make gojek drivers have loyalty and good performance, this means that the higher the flexibility of work given to drivers, the higher the performance results achieved.

H2: Flexibility improves the performance of members of the Sukoharjo District House of Representatives in a substantial way.

3. Influence of motivation on the performance of the Sukoharjo District People's Representative Council members.

According to Arifah (2018), motivation has a good and significant effect on employee performance. Employee motivation affects the production / performance of employees.

H3: Motivation has a considerable favorable effect on the performance of the members of the Sukoharjo District People's Representative Council.

- .4. Effect of work stress on the performance of members of the Sukoharjo District House of Representatives.

Research conducted by Wirasto (2019) work stress affects employee performance. Work stress is suppressed with high sympathy between employees and supported by a

comfortable work environment, this means that work stress can be avoided if employees have the same goals and have motivation in achieving goals in the organization.

H4: Work stress has a positive and significant effect on the performance of members of the Sukoharjo District People's Representative Council.

5. Influence of awards on the performance of members of the Sukoharjo District House of Representatives.

Auliya & Artaya (2019) states that work facilities, rewards, and word environments have a positive and significant influence on employee productivity. Awards can provide their own motivation, employees feel their hard work is appreciated by superiors, and increase employee motivation to improve performance.

H5: The award has a positive and significant effect on the performance of members of the Sukoharjo District People's Representative Council.

Research Methods

This is a quantitative study, which means that computations with numbers are supposed to be more objective. To get at the desired results, the study is a descriptive quantitative study using questionnaires as data collection instruments. A member of the Sukoharjo District People's Representative Council is the subject of this research. The descriptive quantitative technique was utilized. The population in this study consisted of 43 employees, and the total population was sampled using quota sampling. Primary and secondary data were collected using the following techniques: observation, documentation, questionnaires, and literature review. Multiple linear tests were employed to analyze the data in this study.

Result and Discussion

Multiple Linier Regresion

Table 1. Multiple Linier Regresion

No	Variable	Unstandardized B	Description
1	(Constant)	5,215	Positive
2	Flexibility	,408	Positive
3	Motivation	,269	Positife
4	Work Stress	-,217	Negative
5	Appreciation	,175	Positive

So that the regression equation is obtained as follows:

$$Y = 5,215 + 0,408 X_1 + 0,269 X_2 + -0,217 X_3 + 0,175 X_4$$

- a. If the factors flexibility (X1), motivation (X2), work stress (X3), and reward (X4) are constant or remain unchanged, the performance (Y) is positive with a value of 5,215
- b. The flexibility coefficient (X1) is positive, implying that if flexibility (X1) improves while other variables remain constant, performance (Y) increases by 0.408.
- d. The motivation coefficient (X2) is positive, which means that if the motivation (X2) increases, the performance (Y) will improve by 0.269.
- d. The work stress coefficient (X3) is negative, which suggests that as work stress (X3) increases, performance (Y) decreases by 0.217.
- e. The reward coefficient (X4) is positive, implying that if the reward (X4) is increased by 0.175, performance (Y) will rise by 0.175.

t-test

Table 2. t-TEST

Variabel	T _{score}	t _{table}	Sig
Flexibility	5,787	2,024	0,000
Motivation	3,623	2,024	0,000
Work Stress	3,934	2,024	0,003
Appreciation	3,870	2,024	0,000

- a. Because the t score is more than the t table (5,787 > 2,024) and 0.000 is less than 0.05, Ho rejected and accepted Ha, suggesting that flexibility has a significant effect on the performance of Kab.dprd Sukoharjo's members.
- b. Because the t score is more than the t table (3,623 > 2,024) and 0.000 is less than 0.05, Ho refused and received Ha, showing that motivation has a substantial effect on the performance of Kab.dprd Sukoharjo's members.
- c. Because t score exceeds t table (3,934 > 2,024) and 0.003 is less than 0.05, Ho was discarded in favor of Ha, showing that job stress has a significant effect on the performance of dprd members Kab.Sukoharjo.
- d. Because t score > t table (3,870 > 2,024) and is significant by 0.000 less than 0.05, it suggests that ho refused and received Ha, showing that the reward has a significant effect on the performance of Kab.dprd Sukoharjo's members.

R-Square Test

Table 3. R-Square

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
dimension0 1	,934 ^a	,872	,865	,84087

According to the data in the table above, the corrected value of R Square (R²) in this study was 0.865. Thus, independent variables such as flexibility (X1), motivation (X2), job stress (X3), and reward (X4) affect dependent variables such as performance (Y) in members of dprd Kab.Sukoharjo by 86.5 percent, while the remaining 14.5 percent is influenced by other factors. These variables include, but are not limited to, culture and environment.

Conclusion

- a. Integrity, adaptability, motivation, job stress, and reward all have a substantial effect on the performance of Sukoharjo Regency DPRD personnel.
- b. Flexibility has a substantial favorable effect on the performance of Sukoharjo Regency DPRD members.
- c. Motivation has a considerable favorable effect on the performance of Sukoharjo Regency DPRD members.
- d. Job stress has a favorable and significant effect on members of the Sukoharjo Regency DPRD's performance.
- e. The award has a considerable favorable effect on the performance of Sukoharjo Regency DPRD members.

Suggestion

- a. While the flexibility of work of Sukoharjo regency DPRD members has improved, there is still room for improvement.
- b. The motivation of Sukoharjo regency DPRD members needs to be increased once again in order to provide insights, ideas, and increase each member's ability to carry out the plans set forward.
- c. As a government agency, the Sukoharjo Regency DPRD is intended to contribute actively to the greater society.

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