

Effect of Employee Availability on Performance Effectiveness in Department of Marine, Agricultural and Food Security Province of DKI Jakarta

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ABSTRACT

Department of Marine, Agricultural and Food Security Province of DKI Jakarta is the implementing element in food security, marine, fisheries, agriculture, animal husbandry and animal health. The duties and functions of each section is to development, supervision and control, all can be well done if supported by adequate of employees to speed up the process of implementation the task. The fundamental problem for department is the lack of staff and supported by the not opening of the recruitment of CPNS from 2015 to 2019 and much of employees is Purna Bhakti. This study aims to determine the influencing factors of effectiveness, analyze the availability and need of Human Resources (HR) and the effectiveness of the performance of the employees. The research was conducted in February - March 2021. The data analysis used primary and secondary data. The data analysis used in this research is descriptive analysis, Workload Analysis (ABK) and SEM-PLS analysis. The results showed that the availability of employees in all divisions are shortage of staff and it necessary to plan recruitment for fill the formation and the distribution of the workload is equally and get performance optimal and effective. The factors of effectiveness employees are Internal, External and Workload. The level effectiveness of performance employee is medium category with a percentage of 54.4%. it means employees are able to carry out their workloads and produce effective performance.

Keywords: effectiveness, performance, employees, availability and needs of employees.

1. INTRODUCTION

Department of Marine, Agricultural and Food Security Province of DKI Jakarta is the implementing element in carrying out government affairs in the fields of food security, marine, fisheries, agriculture, animal husbandry and animal health. The duties and functions of each field are to carry out coaching, development, supervision and control, everything can be carried out well if supported by a sufficient number of employees in order to speed up the process of carrying out tasks. Currently Department of Marine, Agricultural and Food Security have a problem with the lack of number of employees related to the workload in each position. In the activities of the recruitment of civil servants at the Department of Marine, Agricultural and Food Security there have been no CPNS vacancies since 2015 and many Purna Bhakti employees have died and job mutations so that the number of employees has decreased significantly per year and has an effect on vacancies that have not been filled and there are concurrent positions. This indicates that the distribution of the workload at the Department of Marine, Agricultural and Food Security is uneven and proportional in every field.

This condition a lot of work to be handled by one person or *double jobs* and the quality of work can decrease due too much workload on each employee so that employee performance is ineffective, it is hoped that this can be handled by filling in

the employee formation according to what has been determined so that employees focus on their individual workload. One of the important efforts that must be made by Department of Marine, Agricultural and Food Security is the planning of the number of employees in accordance with the needs of the organizational structure formation in each field, both in terms of function and number to help achieve the main tasks and functions of the Department of Marine, Agricultural and Food Security.

The aspects of quantity and quality with the functions and tasks of HR are indicators of the success of an effective organization. Lailina Jamilah et al. (2019) said that it can be said to be effective if it is able to achieve the vision of the organization, is able to develop human resources in the organization, and is able to provide excellent service to the community. If an organization can achieve the goals that have been set, it can be said that the organization is effective, for that the performance of employees is expected to be effective in carrying out their work in order to ensure acceleration, smoothness, service to the community properly and appropriately.

2. MATERIAL AND METHODS

The research was conducted by taking place in the office Department of Marine, Agricultural and Food Security Province of DKI Jakarta. The time of data collection was carried out from February to March 2021. The design of this study was descriptive with a qualitative approach through a survey method by distributing questionnaires. Data analysis by taking a sample from a population and using a questionnaire as a data collection tool as well as a study *literature* which aims to determine the availability of employees so that they can plan appropriate employee needs in order to create employee performance effectiveness. The data analysis method used SEM-PLS, workload analysis (ABK) and descriptive analysis. The types of data used are primary data and secondary data. Primary data is obtained through direct observation, namely distributing questionnaires. Secondary data were obtained from various sources of literature studies, including related agencies, the internet, books, mass media and previous research. The population in this study were 90 employees of March 2021, so that the respondents used in this study were 90 people. Saturated sampling method or census is a sampling technique when all members of the population are used as samples.

3. RESULT

Factors Affecting Employee Performance Effectiveness Evaluation of the measurement model

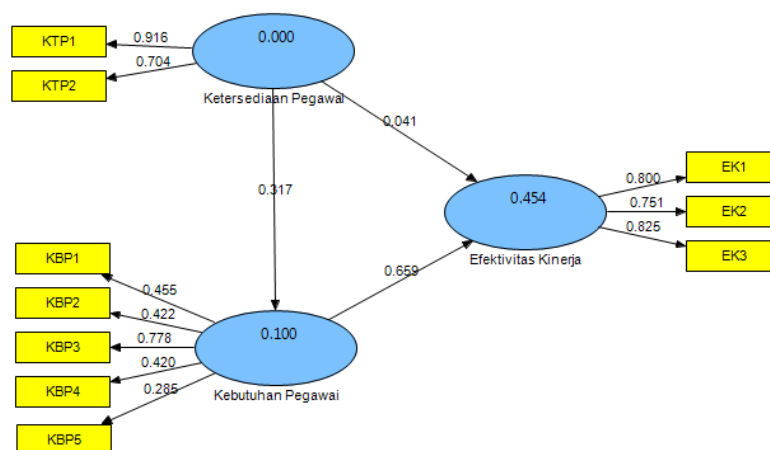


Figure 1 Loading factor in the initial measurement model

Evaluation of the measurement model (*outer model*) if there is an indicator that has a value *loading factor* < 0.5, the model must be recalculated to produce a *loading factor* of all reflective indicators value > 0.5 as a criterion of the validity test for *convergent* latent variables (Ghozali 2008). In addition, the model requirement has good validity if each latent variable with

a reflective indicator has an AVE > 0.5. Figure 1 shows that indicator has a value *loading factor* < 0.5, which means that the indicator needs to be removed from the model. In addition, the measurement model must also meet the requirements of reliability and discriminant validity. After going through several iterations, the final measurement model is obtained in Figure 2.

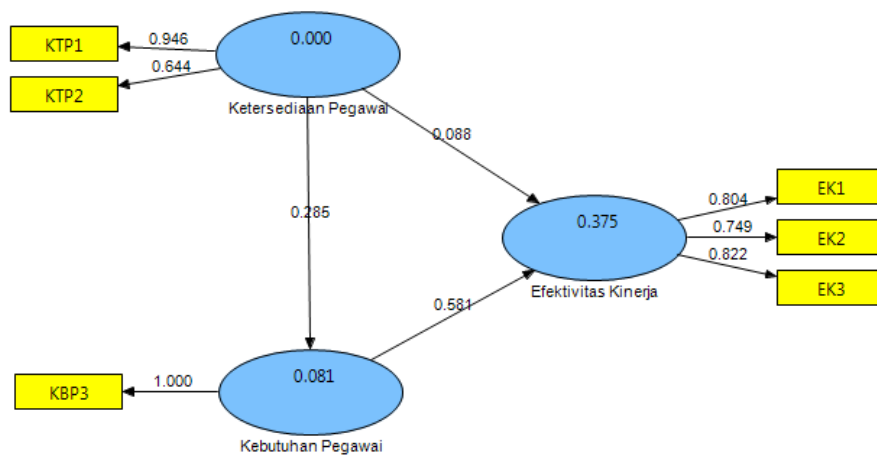


Figure 2 Loading factor in the final measurement

Model Structural Model Evaluation

The results *bootstrapping* in Table 1 show that Employee Availability has a significant effect on Employee Needs with t-statistic value 5.823 > t-table (1.96) at the 5% real level. In addition, the availability of employees also has a significant effect on

the effectiveness of the performance with t-statistic value of 2.219 > t-table (1.96) at the real level of 5%. Likewise, Employee Needs have a significant influence on the Effectiveness of Performance with t-statistic value of 18.001 > t-table (1.96) at the 5% real level.

Table 1 Value of Path Coefficient and T-statistic influence between latent variables

	Path Coefficient	Tstatistic	R-square
Employee Availability -> Employee Needs	0.285	5.823*	0.081
Employee Availability -> Performance Effectiveness	0.088	2.219*	0.375
Employee Needs -> Performance Effectiveness	0.581	18.001*	

Information : *) T-statistic > T-table (1.96) means that the effect is significant at the 5% level

Employee Availability has a positive effect on Employee Needs of 0.285. In addition, the availability of employees has a positive effect on the effectiveness performance 0.088. Likewise, Employee Needs have a positive effect on the Effectiveness Performance 0.581.

The structural model of Employee Needs produces R-value of *square* 8.1%, which means that the diversity of employee needs can be explained by the model is 8.1% while the remaining 91.9% is explained by other factors outside the model. Meanwhile,

for the structural model of Performance Effectiveness, R-value is *square* 37.5%, which means that the diversity of Performance Effectiveness that can be explained by the model is 37.5%, while the remaining 62.5% is explained by other factors outside the model.

Availability and Needs of Employees

Based on Table 2, the availability of employees in all departments is deficient, so it is necessary to plan for employee recruitment in order to fill the formation of

empty employee needs so the distribution of the workload can be evenly distributed and produce optimal and effective performance.

Table 2 Calculation of Availability and Needs of Department of Marine, Agricultural and Food Security Province of DKI Jakarta in 2021

Sector	Number of Employees	Workload Analysis (ABK)	Employee Needs
Secretariat	25	45	20
Agriculture	13	19	6
Animal Husbandry and Animal Health	14	34	10
Fisheries	14	21	7
Marine	9	18	9
Resilience Food	15	30	14

Employee Performance Effectiveness Level Performance

Effectiveness is one of the benchmarks to find out about the performance of employees. The level of performance effectiveness is measured using the Likert scale, where the high measurement category: 3 with a value range of 100 - 79, medium category: 2 with a value range of 78 - 57 and low category: 1 with a value range of 56 - 0.

Table 3 Performance Effectiveness Levels

		Frequency	Percentage (%)
Performance Effectiveness	Low	0	0.0%
	Moderate	49	54.4%
	High	41	45.6%

The results of the performance effectiveness survey (Table 3) show that the majority of respondents are employees with a moderate level of performance effectiveness category as many as 49 employees or 54.4%, then the rest 41 employees or 45.6% including the category of high performance effectiveness level.

4. DISCUSSION

Factors Affecting The Effectiveness of Employee Performance

Factors of the effectiveness affect of the Department of Marine, Agricultural and Food Security is *internal availability*, external availability and workload. The *internal availability* is the employee who is available accordingly to fill the vacant positions of employees who are in the

company by using or promoting employees who are already working in the company. According to Siagian (2009), promotion is the transfer of employees from one to a higher position and is followed by higher duties, responsibilities and authority than previously occupied positions. The term promotion means progress, where a promotion can occur when an employee is promoted from a low position to a higher position.

Factors of the effectiveness affect of the Department of Marine, Agricultural and Food Security is *external* availability that available from the outside company through the recruitment process. This method can be done by posting job vacancies advertisements on certain places or *websites*. This Recruitment process *external* has many advantages, such as providing the opportunity to find candidates with the ability, *skills and* experience that are able to develop the company, because recruitment *external* can reach more people with the required specifications. Recruitment of employees is an activity carried out by agencies to obtain additional employees through several stages, namely determining the need for labor, the selection process, placement and orientation of the workforce. The employee recruitment process aims to provide employees according to the stipulated formation (Maltis, 2001).

Factors of the effectiveness affect of the Department of Marine, Agricultural and Food Security is workload. According to Febrianti (2016), factors that affect employee performance include the high workload provided by the company.

Availability and Needs of Employees

The availability employees in all divisions is deficient, so it is necessary to plan employee recruitment in order to fill in the formation of empty employee needs in each field so that the distribution of the workload can be evenly distributed and produce optimal and effective performance. According to Herdiana (2018) the addition of employees is carried out so that the

distribution of *job descriptions* can be carried out evenly so that there are no too far differences between employees, so that the workload *overload* can be reduced and work effectiveness and efficiency can be achieved.

Employee Performance Effectiveness Level

This can be interpreted that the current number of employees of Department of Marine, Agricultural and Food Security Service is able to complete tasks on time and achieve the goals, so that is said that the performance of the Department of Marine, Agricultural and Food Security employees is effective at a moderate level. According to Siagian (2003) Effectiveness is the use of human resources, funds, facilities and infrastructure in a certain amount that is consciously determined in advance to produce a number of goods or services of a certain quality on time. It can be simplified that the activities carried out can be said to be effective if these activities can be completed on time and have achieved the stated goals. The aspects assessed are related to the effectiveness of performance according to Steers (2005), one of which is the achievement of Human Resources (HR), HR capabilities, namely intelligence and skills of employees in carrying out their duties.

5. CONCLUSION

Factors of the effectiveness affect of the Department of Marine, Agricultural and Food Security are internal availability, external availability and workload.

The availability of Human Resources (HR) in Department of Marine, Agricultural and Food Security there is 90 people divided into 6 fields and getting a total of ABK is 166 people so that the difference in work needs is 76 people who will be proposed for the formation of CPNS vacancies in order to fill formation of employee needs.

The effectiveness of the performance employees at Department of Marine,

Agricultural and Food Security shows a moderate level of performance effectiveness category with a percentage of 54.4%, which means that the current employees are able to complete tasks on time and achieve predetermined goals, resulting in a performance that tends to be effective.

Acknowledgement: None

Conflict of Interest: None

Source of Funding: None

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How to cite this article: Sarah S, Zulbainarni N, Affandi J. Effect of employee availability on performance effectiveness in department of marine, agricultural and food security Province of DKI Jakarta. *International Journal of Research and Review*. 2021; 8(5): 85-90. DOI: <https://doi.org/10.52403/ijrr.20210512>
