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Effect Of ASN Competency, Organizational Commitment, Work Environment To The Satisfaction Of Asn And Performance In The Environment Of The Housing Of The Housing And Settlement Areas Of Bangkalan Regency

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ABSTRACT

This research is to examine and analyze the competence of the work environment commitment of ASN Job Satisfaction. The demands of organizations to obtain, develop and maintain quality human resources are increasingly pressing in accordance with the dynamics of an ever-changing environment. In the context of efforts to achieve organizational goals. Improved employee performance individually will encourage the overall performance of human resources, which is reflected in improved performance This research. Using research models (jobfunction). Data extracted from the target or research subject is data about individual orientation, in the form of competency, commitment, work environment and performance, identified as many as 4 (four) variables to be examined, including: 1) ASN Competency, 2) Organizational Commitment, (3) Environment Work, (4) ASN Job Satisfaction and (4) ASN Performance. Respondents used as a sample of 77 respondents using the Smart PLS Algorithm Boostrapping report. The results of the study came to the conclusion of the Algorithm Boostrapping report is a test to prove the level of significance of the hypothesis proposed by researchers. Output Boostrapping Algorithm shows that the effect of ASN job satisfaction on ASN performance is influential with a T-statistic of 9,531> 1.96. The original sample estimate value is 1,058, which shows that the direction of the relationship between ASN job satisfaction and ASN performance is positive.

Keywords: ASN Competence, Organizational Commitment, Work Environment on ASN Job Satisfaction and Performance.

INTRODUCTION

Various problems / obstacles that result in the government administration system not functioning or are expected to not work properly must be reorganized or updated. Bureaucratic reform is carried out in the context of realizing good governance. In other words, bureaucratic reform is a strategic step to build the state apparatus to be more efficient and effective in carrying out the general tasks of government and national development. In addition, with the very rapid advancement of science, information and communication technology as well as changes in the strategic environment requires the government bureaucracy to be reformed and adjusted to the dynamics of community demands. Therefore, steps must be taken that are fundamental, comprehensive, and systematic so that the stated goals and objectives can be achieved effectively and efficiently. Bureaucratic reform is a process of renewal that is carried out gradually and continuously, so it does not include efforts and / or actions that are radical and revolutionary.

The Bangkalan Regency PRKP Office has 77 State Civil Apparatuses (ASNs) scattered in the Secretariat and Fields. In this study, research was conducted at the PRKP Office. The phenomenon faced at this time from the initial data obtained from the Personnel Department of the PRKP Office, obtained data on ASN performance shows all SKP values from 2017 to 2019 between 76-90 (good category). No one has achieved a score above 90 with a very good category or below a value of 76. This can be seen in the following table:

SKP value for 3 (three) years there was no significant change, from the results of observations, this was due to: Lack of maximum competency among ASNs, lack of commitment in organizing, work environment was still not maximal as well because very few ASNs had ASN Job Satisfaction. Based on the description, a study was conducted under the title "The Effect of ASN Competence, Organizational Commitment, Work Environment, ASN Job Satisfaction on ASN Performance in the Bangkalan District PRKP Office"

THEORETICAL BASIS

The theoretical basis used in this study are the theories and approaches that already exist regarding the variables to be discussed, namely: ASN competence, organizational commitment, work environment, ASN Job Satisfaction, and ASN performance. From a macro level, theories and concepts that overshadow or grand theory, some of the variables of this study are theories of organizational behavior.

ASN Competence

Competence is a basic characteristic of a person that enables them to excel superior performance in their work. According to Trotter in Saifuddin (2004) defines that a competent person is a person with the skills to do the job easily, quickly, intuitively and very rarely or never make mistakes

Core Competency Model

This model is used to "cover" the competencies needed in a company as a whole. Usually closely related to the mission, vision and values of an organization or company. This competency model is applied to all levels of the organization and for all work functions

Functional Competency Model

This model was developed for business functions within a company (finance, marketing, information technology / IT, and so on). This functional competency model is applied to all employees in the scope of these functions, regardless of their level. This functional model is often needed when the behaviors required by a company to succeed are in fact different from one company to another.

Role Competency Model

It is a model that is applied to certain roles played by individuals in the company (for example as technicians, managers, etc.), not based on the functions they play

Work Competency Model

This model is the narrowest in scope compared to the other four models because this model is only applied to one task or one job only

CONCEPTUAL FRAMEWORK AND RESEARCH HYPOTHESES

Thinking Process Framework

In this study the independent variables are Competence (X1), Organizational Commitment (X2) and Work Environment (X3) and ASN Job Satisfaction (X4) while the dependent variable is ASN Performance (Y)

Conceptual framework

Conceptual Framework for the range of Effects of ASN Competence, ASN Commitments, Work Environment and ASN Job Satisfaction on ASN Performance in the Community Housing and Settlement Areas of Bangkalan Regency are shown as shown below:

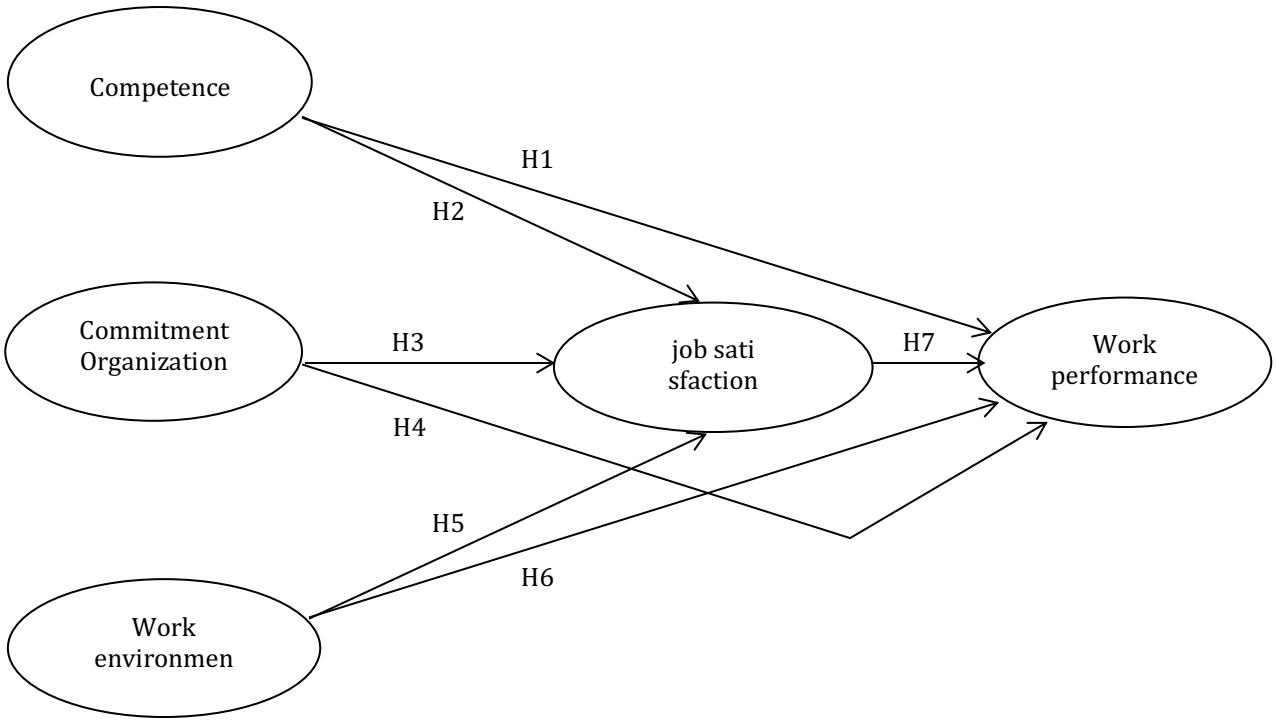


Figure 1: Conceptual framework

Keterangan

: Latent variables / formed variables

: Line of influence

RESEARCH METHODS

Research design

In general, this study aims to analyze the Effect of ASN Competency, Organizational Commitment, Work Environment and ASN Work Satisfaction on ASN Performance. In accordance with its objectives, this study was designed as an explanatory research. Basil obtained in this study is expected to provide an explanation of how the influence of independent variables on the dependent variable

The targets or subjects of this study are the State Civil Apparatus (ASN) within the Public Housing and Settlement Areas of Bangkalan Regency. This means that data related to ASN performance. Thus the unit of analysis in this study is individual. Weaknesses in this study can occur if the individual targeted by the study is not objective in providing data. This modesty can be overcome by developing an adequate instrument

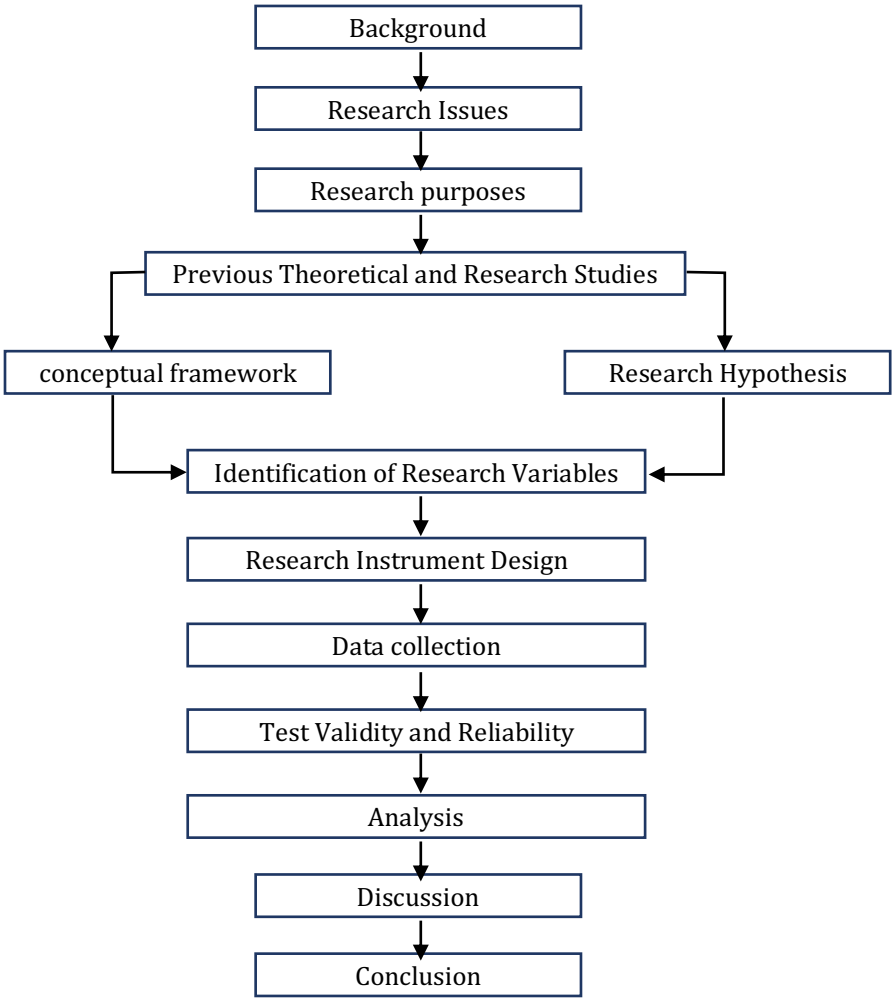


Figure 2: Research Flow Design

Validity test

An indicator is declared valid if it has a loading factor above 0.50 for the intended construct. The Smart PLS output for loading factor gives the following results :

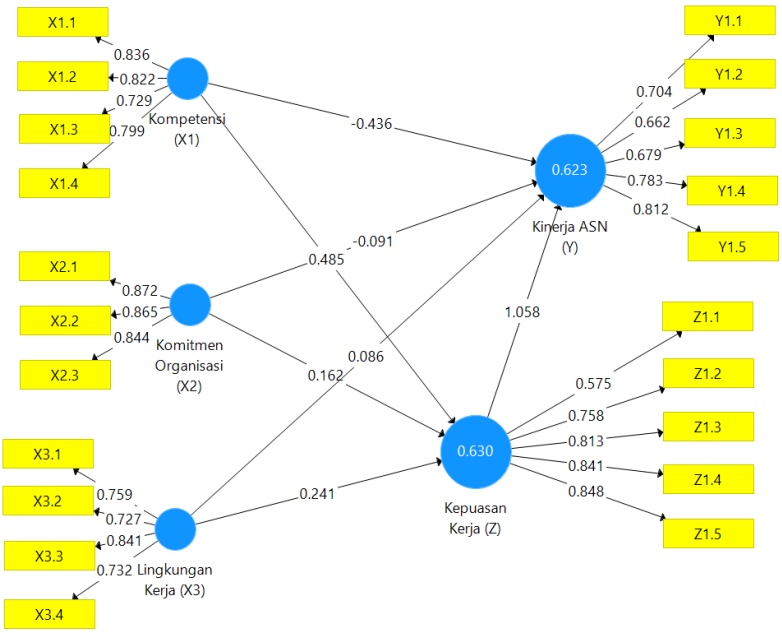


Figure 3: Result for Outer Loading

indicates that the loading factor has provided a recommended value of 0.5. Means that the indicators used in this study are valid or have met Convergent Validity. Discriminant Validity reflective indicators can be seen in Cross-Loading between indicators and their constructs using the PLS Algorithm report, select Dicriminant Validity, then the following cross loading is the PLS smart output.

An indicator is declared valid if it has the highest loading factor to the intended variable compared to the loading factor to other variables. The table above shows that the loading factor for ASN performance variables with indicators Y1.1 - Y1.5 is higher than the existing indicators for other variables. Thus, latent contacts predict indicators in their blocks are better than indicators in other blocks. Another method to look at discriminant validity is to look at the square root of average variance extracted (AVE) values. The recommended value is above 0.5. The following is the AVE value in this study:

Tabel 1: Average Variance Extracted (AVE)

	Rata-rata Varians Diekstrak (AVE)
Job Satisfaction (Z)	0.599
ASN Performance (Y)	0.533
Organizational Commitment (X2)	0.740
Competence (X1)	0.636
Work Environment (X3)	0.587

The table above gives a value of Average Variance Extracted (AVE) above 0.5 for all variables contained in the research model.

Reliability Test

The reliability test is done by looking at the Composite Reliability value of the indicator block that measures the construct. Composite Reliability results will show a satisfactory value if above 0.7. Following is the Composite Reliability value on the output:

Tabel 2: Composite Reliability

	Reliabilitas Komposit
Job Satisfaction (Z)	0.880
ASN Performance (Y)	0.850
Organizational Commitment (X2)	0.895
Competence (X1)	0.875
Work Environment (X3)	0.850

The table above shows that the composite reliability value for all variables above 0.7 indicates that all variables in the estimated model meet the discriminant validity criteria. The reliability test can also be strengthened with Cronbach's Alpha where the recommended value is above 0.5 and the table above shows that the Cronbach's Alpha value for all constructs is above 0.5. The following output SmartPLS Version 3.0.

Table 3: Cronbach's Alpha

	Cronbach's Alpha
Job Satisfaction (Z)	**0.763**
ASN Performance (Y)	**0.827**
Organizational Commitment (X2)	**0.817**
Competence (X1)	**0.799**
Work Environment (X3)	**0.788**

Structural Model Testing (Inner Model)

After the estimated model meets the Outer Model criteria, the structural model (Inner model) is then tested. Following are the R-Square values in the construct:

Table 4: R-Square

	R Square	Adjusted R Square
Job Satisfaction (Z)	0.630	0.614
ASN Performance (Y)	0.623	0.602

R Square (R2), often called the coefficient of determination, is measuring the goodness of fit of the regression equation; i.e. gives the proportion or percentage of total variation in the dependent variable explained by the independent variable. The value of R2 lies between 0-1, and the suitability of the model is said to be better if R2 gets closer to 1. Table R2 above gives a value of 0.630 for the variable job satisfaction (Z1) which means hat Competency (X1), Organizational Commitment (X2) and Work Environment (X3) is able to explain job satisfaction (Z1) of 63.0% and

the remaining 37.0% is not explained in this study and the value of 0.623 for ASN performance variables (Y) which means that Competency (X1), Organizational Commitment (X2) and Work Environment (X3)) and job satisfaction (Z1) can be explained the performance of ASN (Y) of 62.3% and the remaining 37.7% is not explained in this study

Algorithm Boostrapping report is a test to prove the level of significance of hypotheses submitted by researchers. Based on the Algorithm Boostrapping report, a hypothesis is said to be significant if the T Statistics value (| O / STERR |)> T table value and if the T Statistics (| O / STERR |) <T table value then the hypothesis proposed by the researcher is rejected. The T table value in PLS is 1.96, thus the following results from the Algorithm Boostrapping report test:

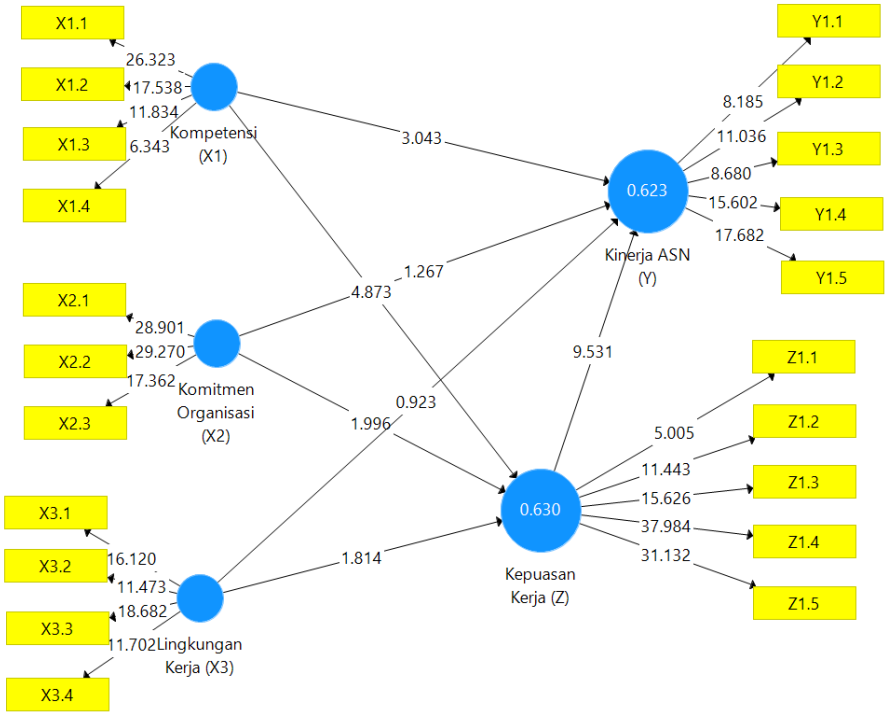


Figure 4: Algorithm Boostrapping report

Path coefficient shows the effect of the relationship between variables in the study. Thus, giving the following results:

H1: Effect of Competence on ASN job satisfaction

Based on the Boostrapping Algorithm output shows that the effect of Competence on ASN Job Satisfaction is influential with a T-statistic of 4,873> 1.96. The original sample estimate value of 0.485 indicates that the direction of the relationship between Competency and Job Satisfaction of ASN is positive or one-way. Thus, hypothesis 1 (H1) is accepted.

H2: Effect of Competence on ASN performance

Based on the Boostrapping Algorithm output shows that the effect of competence on ASN performance is influential with a T-statistic of 3,043> 1.96. The original sample estimate value is -0.436 which shows that the direction of the relationship between Competence and ASN performance is negative or in the opposite direction. Thus, hypothesis 2 (H2) is accepted.

H3: Effect of organizational commitment on ASN job satisfaction

Based on the Boostrapping Algorithm output shows that the effect of organizational commitment on ASN job satisfaction is influential with a T-statistic of 1,996> 1.96. The original sample estimate value is 0.162 which indicates that the direction of the relationship between organizational commitment to ASN job satisfaction is positive or one-way. Thus, hypothesis 3 (H3) is accepted.

H4: Effect of organizational commitment on ASN performance

Based on the Boostrapping Algorithm output shows that the effect of organizational commitment on ASN performance is relatively small with a T-statistic of 1267 <1.96. The original sample estimate value is -0.091 which shows that the direction of the relationship between organizational commitment to ASN performance is negative or in the opposite direction. Thus, hypothesis 4 (H4) is rejected

H5: Effect of the Work Environment on ASN Job Satisfaction

Based on the Boostrapping Algorithm output shows that the influence of the Work Environment on ASN Job Satisfaction is a relatively small effect with a T-statistic of 1,814 <1.96. The original sample estimate value is 0.241 which shows that the direction of the relationship between the Work Environment and ASN Work Satisfaction is positive or one-way. Thus, hypothesis 5 (H5) is rejected

H6: Effect of Work Environment on ASN performance

Based on the Boostrapping Algorithm output shows that the influence of the Work Environment on ASN performance is relatively small with a T-statistic of 0.923 <1.96. The original sample estimate value is 0.086 which indicates that the direction of the relationship between the Work Environment and ASN performance is positive or in the opposite direction. Thus, hypothesis 6 (H6) is rejected

H7: Effect of ASN job satisfaction on ASN performance

Based on the Boostrapping Algorithm output shows that the effect of ASN job satisfaction on ASN performance is influential with a T-statistic of 9,531> 1.96. The original sample estimate value is 1,058, which shows that the direction of the relationship between ASN job satisfaction and ASN performance is positive or one-way. Thus, hypothesis 7 (H7) is accepted.

CLOSING

Conclusion

Based on the results of research that examines the Effect of ASN Competency, Organizational Commitment, Work Environment on ASN Job Satisfaction and Performance in the Public Housing and Settlement Areas of Bangkalan Regency, then the following conclusions can be drawn:

1. There is an influence of ASN competence on ASN performance in Bangkalan District Government
2. There is an influence of organizational commitment to the performance of ASN in the Bangkalan District Government
3. There is an influence of the work environment on the performance of ASN in Bangkalan District Government
4. There is an influence of ASN Job Satisfaction on ASN performance in Bangkalan District Government

5. There is an influence of ASN Competence on ASN job satisfaction in Bangkalan District Government
6. There is an influence of ASN's commitment to ASN's job satisfaction in the Bangkalan Regency Government
7. There is an influence of the ASN work environment on ASN job satisfaction in the Bangkalan District Government Environment.

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