

Performance of Employees of the Food Crops and Horticulture Seed Center in Surakarta Region

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ABSTRACT

This research aims to examine and analyze the influence of work period, work enthusiasm, level of education, mastery of information technology on employee performance at the Surakarta Region Food Crop and Horticulture Seed Center. This research uses a quantitative research design. The population and sample in this study were 50 employees of the Surakarta Region Food Plant and Horticulture Seed Center. The data analysis technique used for statistical analysis is the multiple linear regression test which is processed using SPSS software. Based on the results of hypothesis testing and discussions that have been carried out, it can be concluded that Years of work, Work Morale, Mastery of Information Technology have a positive and significant influence on Employee Performance. Meanwhile, education level has no effect on employee performance.

Keywords: Employee Performance, Years of Work, Work Morale, Education Level, Mastery of Information Technology.

ABSTRAK

Penelitian ini bertujuan untuk mengkaji dan menganalisis pengaruh masa kerja, semangat kerja, jenjang pendidikan, penguasaan teknologi informasi terhadap kinerja karyawan di Balai Benih Tanaman Pangan dan Hortikultura Wilayah Surakarta. Penelitian ini menggunakan desain penelitian kuantitatif. Populasi dan sampel dalam penelitian ini adalah 50 pegawai Balai Benih Tanaman Pangan dan Hortikultura Wilayah Surakarta. Teknik analisis data yang digunakan untuk analisis statistik adalah uji regresi linier berganda yang diolah menggunakan perangkat lunak SPSS. Berdasarkan hasil pengujian hipotesis dan pembahasan yang telah dilakukan, dapat disimpulkan bahwa Tahun kerja, Semangat Kerja, Penguasaan Teknologi Informasi memiliki pengaruh positif dan signifikan terhadap Kinerja Karyawan. Sementara itu, tingkat pendidikan tidak berpengaruh pada kinerja karyawan.

Kata kunci: Kinerja karyawan, tahun kerja, semangat kerja, jenjang pendidikan, penguasaan teknologi informasi.

INTRODUCTION

Human Resources are the core of the organization because they have a primary role as actors in carrying out the tasks and functions of the organization. In general, there are 4 functions of government, namely service function, regulatory function, development function, and empowerment function.

The main function of the government is to provide services to meet the needs of the community in all sectors. The community will not be able to stand alone to meet

their needs without the government providing services. For that reason, the government provides public services to its citizens.

In addition to the service function, another main function of government is the regulatory function. The government has a regulatory function, namely regulating all sectors with policies in the form of laws, government regulations, and other regulations, in order to create state stability and state growth.

The development function is one of the secondary functions of government. This function is carried out if the condition of society is weak and development will be controlled when the condition of society improves. Developing countries carry out this function more intensively than developed countries that already have good infrastructure.

The last function of government is the empowerment function. This function is carried out if the community does not have special skills and abilities, where the government is obliged to empower by improving the quality of human resources or the community.

To carry out these functions, human resources with integrity and performance are required. As one of the government institutions, the Surakarta Regional Food Crops and Horticulture Seed Center (BBTPH) also manages a number of human resources to carry out the main tasks and functions according to the mandate of the Central Java Governor Regulation number: 88 of 2021 concerning the Organization and Work Procedures of the Technical Implementation Unit of the Central Java Provincial Agriculture and Plantation Service. According to the author's observations in the last 5 years, especially during his duties managing Human Resources, there is an interesting phenomenon related to the performance of existing employees. The phenomenon is that employees who are approaching retirement tend to have a declining performance. Senior employees tend to have a work spirit that is not in line with expectations, especially senior employees who already have a business outside their profession as civil servants. Employees with a high school education level/equivalent down to elementary school level, their performance in their fields tends to be better and more enthusiastic in their work. There are obstacles to improving performance among employees with inadequate levels of mastery of information technology in the era of technological disruption, especially after the COVID-19 pandemic.

Employee performance will reflect organizational performance. Employee Performance according to Lestari, (2023: 10) is a framework for understanding and assessing individual performance in an organizational context, involving an assessment of employee contributions and achievements in achieving organizational goals and their ability to carry out assigned tasks and responsibilities.

Performance is basically what employees do or do not do. Employee performance is what influences how much they contribute to the organization (Wermadeni, Putri, 2021).

An employee's work experience is generally closely related to the length of service, where a fairly long work period is usually directly proportional to the amount of work experience mastered by an employee. Many studies have shown that length

of service has a positive effect on employee performance. Research by Supriyatna, (2020), states that length of service has a significant effect on employee performance and together with education level simultaneously has a significant effect on employee performance. In the research by Wermadeni, Putri, (2021), that length of service and mastery of information technology have a significant effect on employee performance.

Work enthusiasm is a reflection of personal or group attitudes towards work and cooperation. If employees appear happy, optimistic about activities and tasks, and friendly to each other, then the employees are said to have high work enthusiasm. High employee work enthusiasm is expected to have a positive effect on the resulting performance. In Sudirman's research, (2023), that Work enthusiasm has a positive and significant effect on teacher performance. Basri and Rauf's research (2021) shows that Work enthusiasm partially has a significant effect on employee performance. Meanwhile, in Zainuddin, Darman's research, (2020), it shows that partially Work enthusiasm does not have a significant effect on employee performance.

The level of employee education can be interpreted as the competence in the technical or administrative fields possessed by an employee who comes from formal education that has been attended, from educational institutions recognized by the government. The higher the level of employee education is expected to improve the performance produced and have a positive impact on the organization. In Supriyatna's research (2020), the level of education has a significant effect on employee performance. Research by Luthfi et. al, (2023), that the level of education has a significant effect on employee performance. Research by Wermadeni, Putri, (2021), that the level of education does not affect performance.

Information technology is developing very rapidly and we have felt its impact. Especially when the Covid-19 pandemic hit, the rapid development of information technology was very helpful in carrying out work, including in government organizations. So it can be said that information technology is a primary need for organizations in carrying out administrative, coordination and reporting tasks. Mastery of information technology by employees, in addition to being a competency requirement, will also support improved employee performance in order to contribute to achieving organizational targets. Research by Hilardi, Modding, Putra, (2022), that Mastery of Information Technology has a significant positive effect on performance. Meanwhile, other research by Nora, Bukhori, Sopiah, (2022), that there is a positive and insignificant influence between mastery of information technology and teacher performance.

Based on the background of the problem above, the researcher is interested in knowing in depth through research on the problem of Employee Performance at the Food Crops and Horticulture Seed Center in the Surakarta Region. So the researcher took the title "Employee Performance Reviewed from Length of Service, Work Spirit, Education Level and Mastery of Information Technology (Case Study at the Food Crops and Horticulture Seed Center in the Surakarta Region).

RESEARCH METHODS

This study uses a quantitative descriptive approach. Quantitative research is data in the form of numbers or qualitative numbers. According to Sugiyono, (2019: 13) quantitative research methods are data analysis using statistics in the form of descriptive statistics and inductive statistics. In this quantitative descriptive study, the researcher focuses on Employee Performance research in terms of length of service, work enthusiasm, level of education and mastery of information technology.

This study was used to see the influence of length of service, work enthusiasm, level of education and mastery of information technology on employee performance by collecting data using questionnaires, observations and documentation.

This research was conducted in June - September 2024 starting from observation to the preparation of data results and research conclusions which took place at the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region with the address Jalan Slamet Riyadi 386 Surakarta.

In this study, the population referred to is the employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region, totaling 50 employees, all of whom were taken as samples.

In this study, a non-probability sampling approach will be used. The sampling technique in this study uses saturated sampling (census), which is a sample collection technique when all members of the population are used as samples Sugiyono, (2019: 122) namely all employees of the Food Crops and Horticulture Seed Center (BBTPH) Surakarta Region as many as 50 people.

The data collection methods used in this study are observation, documentation, questionnaires, and literature studies. In this study, the research variables are divided into 2, namely. The dependent variable in this study is Employee Performance. The independent variables in this study are Length of Service, Work Spirit, Education Level and Mastery of Information Technology.

RESULTS AND DISCUSSION

Table 1. Multiple Linear Regression Results

No	Variables	Unstandardized B	Information
1	(Constant)	5,456	Positive
2	Years of service	0.126	Positive
3	Spirit at work	0.276	Positive
4	Level of education	0.195	Negative
5	Mastery Information Technology	0.579	Positive

Source: Appendix VIII

Based on the table above, it can be seen that the regression equation formed is:

$$Y = 5.456 + 0.126 X_1 + 0.276 X_2 - 0.195 X_3 + 0.579 X_4$$

From this equation it can be explained that:

- a. Constant (a)
 The constant value of 5.456 shows that the variables of Length of Service, Work Spirit, Education Level and Mastery of Information Technology if the value is 0 then the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) of the Surakarta Region has a Performance level of 5.546.
- b. Working Period Coefficient (b1)
 The coefficient value of the Work Period or Work Period variable (β_1) is 0.126 with a positive value. This means that for every 1-fold increase in Work Period, the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region will increase by 0.126 assuming other variables are constant.
- c. Work Spirit Coefficient (b2)
 The value of the Work Spirit coefficient or Work Spirit variable (β_2) is 0.276 with a positive value. This means that for every 1-fold increase in Work Spirit, the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region will increase by 0.276 assuming other variables are constant.
- d. Education Level Coefficient (b3)
 The value of the Education Level or Education Level variable (β_3) is 0.195 with a negative value. This means that for every 1-fold increase in Education Level, the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region will decrease by 0.195 assuming other variables are constant.
- e. Information Technology Mastery Coefficient (b4)
 The value of Information Technology Mastery or the variable of Information Technology Mastery (β_3) is 0.579 with a positive value. This means that every increase in Information Technology Mastery by 1 time, the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region will increase by 0.579 assuming other variables are constant.

1. Model Feasibility Test

Table 2. Model Testing Results

Model	Fcount	Ftable	Sig.	Standard	Information
Regression	7,462	2.74	0,000	0.05	Eligible Model

Source: Appendix VIII

From the results of the feasibility test, the model was assigned F count > F table of $7.462 > 2.74$ with a significance of 0.000 means that this analysis is significant with a significance level of less than 0.05, so H_0 is rejected and H_a is accepted. In other words, there is an influence between Work Period, Work Spirit, Education Level and

Mastery of Information Technology simultaneously and significantly on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region. and meets the feasibility test of the model.

2. Hypothesis Testing

Table 3. Hypothesis Testing Results

Hypothesis	tcount	ttable	Sig.	Standard	Information
H1	2,928	>1,675	0.009	0.05	Ha Accepted
H2	3,980	>1,675	0.007	0.05	Ha Accepted
H3	-1,213	<1,675	0.231	0.05	Ha Rejected
H4	3,965	>1,675	0,000	0.05	Ha Rejected

Source: Appendix VIII

Based on the results of the t-test in the table above, it can be explained in a hypothesis in the following form:

- a. The Influence of Length of Service on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

The variable of work period has a t value count $> t$ table ($2.928 > 1.675$) and significance $0.027 < 0.05$ then H_0 is rejected and H_a is accepted. It can be concluded that there is a positive and significant influence of Work Period on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

- b. The Influence of Work Spirit on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

The Work Spirit variable has a t count value $> t$ table ($1.980 > 1.675$) and a significance of $0.000 < 0.05$, so H_0 is rejected and H_a is accepted. It can be concluded that there is a positive and significant influence of Work Spirit on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

- c. The Effect of Education Level on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

The Education Level variable has a t count value $< t$ table ($-1.213 < 1.675$) and a significance of $0.231 > 0.05$, so H_0 is accepted and H_a is rejected. It can be concluded that there is no effect of Education Level on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

- d. The Influence of Information Technology Mastery on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

The Information Technology Mastery variable has a t value count $< t$ table ($3.965 > 1.675$) and significance $0.000 < 0.05$ then H_0 is rejected and H_a is accepted. It can be concluded that there is a positive and significant influence of Information Technology Mastery on the Performance of

Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

3. Coefficient of Determination Test (R²)

Table 4. Determination Coefficient Results

<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Information</i>
1	0.787	0.699	0.619	Eligible Model

Source: Appendix VIII

Based on the calculation results, the adjusted R square value is 0.619. This means that the variables of Length of Service, Work Spirit, Education Level and Mastery of Information Technology contribute to Performance by 61.9% while the remaining 38.1% is explained by other variables not proposed in this study.

Interpretation and Discussion

1. The Influence of Length of Service on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

The variable of work period has a t value count > t table (2.928 > 1.675) and significance 0.027 < 0.05 then Ho is rejected and Ha is accepted. It can be concluded that there is a positive and significant influence of Length of Service on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region. This is based on the fact that the longer the length of service of an employee, the more experience they will have and ultimately have an impact on the high performance produced by an employee.

This research is in line with the research of Supriyatna (2020), Wermadeni, Putri, (2021), Ratnawati, Sukidjo, Efendi (2020), (Ardianto, 2020) which states that length of service has a significant effect on employee performance.

2. The Influence of Work Spirit on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

The Work Spirit variable has a t value count > t table (5.905 > 1.675) and significance 0.000 < 0.05 then Ho is rejected and Ha is accepted. It can be concluded that there is a positive and significant influence of Work Spirit on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region. Work spirit that grows autonomously will have an impact on the emergence of sincere awareness to work in their fields according to the duties inherent in the employee concerned, so that in the end the performance of each will increase. This study is in line with the research of Sudirman, (2023), Nasution, (2019), and Basri, Rauf, (2021) which states that Work Spirit has a positive and significant effect on performance.

3. The Influence of Education Level on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

The Education Level variable has a t value count $< t$ table ($-1.213 < 1.675$) and significance $0.231 > 0.05$ then H_0 is accepted and H_a is rejected. It can be concluded that there is no influence of Education Level on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

This condition is caused because the most work at the Surakarta Regional Food Crops and Horticulture Seed Center is technical work in the field, so that employee performance will be more influenced by work experience expressed as length of service and the existence of a work spirit that grows autonomously from each employee.

This research is in line with the research of Wermadeni, Putri, (2021) which states that education level does not affect employee performance.

4. The Influence of Information Technology Mastery on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

The Information Technology Mastery variable has a t value count $< t$ table ($3.965 > 1.675$) and significance $0.000 < 0.05$ then H_0 is rejected and H_a is accepted. It can be concluded that there is a positive and significant influence of Information Technology Mastery on the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

This condition can be explained as the existence of a disruptive factor in information technology that has hit all fields, especially after the era.

CONCLUSION AND SUGGESTIONS

Based on the results of the study, there is a positive influence between Length of Service, Work Spirit and Mastery of Information Technology on Employee Performance. This confirms that the main components that affect Employee Performance are Length of Service, Work Spirit and Mastery of Information Technology. However, Education Level does not affect the Performance of Employees of the Food Crops and Horticulture Seed Center (BBTPH) in the Surakarta Region.

The suggestions made in relation to this research are as follows: In order to improve the performance of employees of the Surakarta Regional Food Crops and Horticulture Seed Center, the results of this research can be used as a consideration for leaders in making policies.

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