

# The Influence Of Coordination Of Effectiveness Of Publishing Fatwa Locations In Board Of Investment And Central City Integrated Licensing Services

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## ABSTRACT

Coordination has an important role in achieving the effectiveness of employees in an organization. As of this research is to study and analyze the effectiveness of coordination Influence Publishing Fatwa Locations in Board of Investment and Integrated Licensing Services Banjar. The method used in this research is explanatory research study. The population in this study were employees at the Board of Investment and Integrated Licensing Services Banjar, with a sampling technique that is the census that all employees in the Board of Investment and Integrated Licensing Services Banjar, with a total of 32 people, not including the Head BPMPT. Based on the results of the study showed that each of the terms of coordination covering Sense of Cooperating, Rivalry, Team Spirit, Esprit de Corps, has contributed to the effectiveness of the issuance of Fatwas location by the Board of Investment and Integrated Licensing Services Banjar, so by testing hipoteis shows overall ( simultaneous) on the terms of coordination on the effectiveness Publishing Fatwa Locations in Board of Investment and Integrated Licensing Services Banjar.

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## 1. INTRODUCTION

The scope of reform is not only limited to processes and procedures, but also links to changes at the level of structure and attitudes of behavior (the ethics being). The direction that the reforms will achieve includes the achievement of effective and efficient public services. In a government organization, employees are highly required to have creativity, because creativity is an engine that drives reinventing government or performance that makes the bureaucracy easier so that management is not complicated.

The existing bureaucracy tends to be stagnant, rusty, defends the status quo, and is allergic to innovation, so there is a need for a transformation in the public organization system to increase effectiveness, efficiency, adaptability, and capacity to innovate. Transformation is carried out in three ways, namely a change in understanding of the bureaucracy, revitalization of the bureaucratic environment, and renewal of work ethic.

The Municipal Government of Banjar, West Java Province, is an autonomous region that has a fairly rapid development development [1]. As one of the autonomous regions, the Banjar City Government continuously conducts development arrangements based on the Regional Long-Term Development Plan (RPJPD) for a period of 20 (twenty) years. The Regional Medium Term Development Plan [2] for a period of 5 (five) years and the Regional Development Work Plan (RKPD) which is the elaboration of the RPJMD for a period of 1 (one) year.

The implementation of physical development in the City of Banjar is currently not so fast compared to other regions, either by the government itself, the community or the private sector. All forms of physical development in the City of Banjar must of course be based on the Banjar City Spatial Plan

(RTRW), however, the ease of access and services to various provisions and ease of licensing requirements, especially in the use of land for physical development in Banjar City, is very much needed, especially by the community as well as by entrepreneurs who will invest their funds in the City of Banjar.

All forms of licensing issued by the Banjar City Government are carried out through the Banjar City Investment and Integrated Licensing Service (BMPPT), one of which is the Location Direction Permit. Fatwa directing the location is very much needed, especially for land use that will be the object of development either by the government itself, the community or managed by the private sector.

Location Permit is a permit given to a company, private person or legal entity to acquire land required for investment purposes which is also valid as a license for transferring rights and to use the land for the purposes of its investment business. This research is about the effect of coordination on the effectiveness of issuing location fatwa in the Board of Investment and Integrated Licensing Services in Banjar City.

Every organization is always faced with the problem of limited resources, both human resources and non-human resources in achieving organizational goals. The interaction between the various resources must be managed properly so that it can achieve its target goals efficiently and effectively. In simple terms, work effectiveness can be defined as the ability to do something right and effectiveness as the ability to do something right on target.

Effectiveness is a key element of organizational activities in achieving predetermined goals or objectives. When viewed from the aspect of success in achieving goals, effectiveness is focusing on the level of achievement of organizational goals. Furthermore, from the aspect of timeliness, effectiveness is the achievement of predetermined targets on time by using certain resources that have been allocated to carry out various activities.

Based on the explanation above, it can be concluded that there are four things that stand out in the element of effectiveness, namely:

1. Achievement of objectives, namely an activity is said to be effective if it can achieve the goals or objectives that have been previously determined.
2. Timeliness, which is an activity that is said to be effective if the completion or goal is achieved in accordance with the predetermined time.
3. Benefit, which is an activity that is said to be effective if the goal is beneficial to the local community in accordance with its needs.
4. Results, namely an activity that is said to be effective if the activity brings results.

Talking about the effectiveness of the word effective means something that is effective or the result of what is desired in an action occurs. Every work that is efficient certainly means effective because when viewed from the point of view of the results, objectives or desired results with actions that have been achieved even to the maximum (quality and quantity), on the contrary, when viewed from a business perspective, every effective job is not necessarily efficient because the results can be achieved with the wasting of thought, energy and time.

For an organization, the concept of effectiveness is always synonymous with the concept of efficiency, where a goal is said to be achieved if efficiency is also achieved, on the other hand, if there is inefficiency (waste) then work effectiveness is not achieved. Work effectiveness is related to the achievement of the results you want to achieve in a predetermined plan.

Work effectiveness is a situation that shows the level of success of an activity. According to Komaruddin [3], effectiveness is a condition that shows the level of success of management activities in achieving predetermined goals. Meanwhile, according to Siagian [4], work effectiveness is the completion of work on a predetermined time. This means whether the implementation of a task is considered good or not, especially answering the question of how to implement it and how much is the budget spent to complete the task.

Based on the explanation above, it can be concluded that work effectiveness is a form of business carried out by employees jointly towards the achievement and fulfillment of certain conditions that are achieved in accordance with applicable standards in the organization. Briefing to employees is known as coordination. Good coordination must meet the requirements. Based on the opinion of Sikula [5], the factors that influence coordination can be used as indicators in research, namely:

1. Sense of Cooperating
2. Rivalry
3. Team Spirit
4. Esprit de Corps

These factors will facilitate the achievement of organizational goals, namely eliminating chaos, overlaps, double jobs, waste, and confusion of work in an effort to achieve organizational goals effectively and efficiently. Related to the above, the organization needs a motivation and coordination to achieve employee performance effectively and efficiently in completing their work.

In this case work effectiveness is related to the internal and external aspects of an organization, namely adaptability, flexibility, productivity and satisfaction as well as the ability to adapt to the demands

of changes in the surroundings. This is in line with Etzioni's opinion [6] which states that the measurement of work effectiveness, which is called the system model, contains four criteria, namely:

1. Adaptation, namely the ability of an organization to adapt to the environment, including in the labor procurement process;
2. Integration, namely measuring the level of an organization's ability to conduct socialization, consensus development and communication with other people;
3. Motivation of members concerning the engagement and relationship between organizational actors and the organization and the completeness of the means for the implementation of the main tasks and functions of the organization;
4. Production which concerns the quantity and quality of organizational output and the intensity of organizational activities.

Work effectiveness refers to the degree to which organizations and individuals in the organization perform their intended mission. Job-effectiveness also includes the caulative effects of a program as measurable outputs, and it also includes the degree to which the party served is satisfied with the intangible characteristics of the process and output. Support for employee interaction is needed which will have an impact on work, so that the results are maximum [7]. In addition, productivity will also increase and increase the work achieved [8].

## 2. RESEARCH METHOD

The research method used in this research is explanatory research method [9]. The population in this study were employees of the Investment Board and Integrated Licensing Service of Banjar City, with a sampling technique, namely the census, namely all employees at the Board of Investment and Integrated Licensing Services of Banjar City with a total of 32 people, not including the Head of BPMPPT.

Data collection techniques are used in three ways, namely:

- 1) literature study (documentation), through various information from third parties and related institutions such as by studying documentation to obtain secondary data;
- 2) field studies, including observations and questionnaires to obtain primary data

## 3. RESULTS AND ANALYSIS

The Municipal Government of Banjar continues to carry out development in all fields, by upholding the principles of development which include taking sides with the community and optimizing the utilization of regional potential. Development in the physical sector, of course, requires location and permits, both for the government, community and by the private sector, so that all forms of licensing in Banjar City are carried out by the Investment Board and Integrated Licensing Service (BPMPPT)

Land use for development requires a permit in the form of a Location Direction Plan Fatwa, where the object of the Location Direction Plan Fatwa is a location planned for development activities whether government / offices, business activities, industry, housing, trade / services, warehousing, agriculture, livestock, plantations, forestry, as well as tourism and social affairs, while the subject is any individual or legal entity who needs a Fatwa Direction on the Location Plan.

The issuance of the location fatwa requires coordination, because in the process the Banjar City Investment and Integrated Licensing Service Agency only carries out registration administration and issues permits after a field study is carried out. Field studies of course involve various related agencies, such as the National Defense Agency (BPN), the Regional Development Planning Agency, and the Cipta Karya Office. There are many links in the issuance of the Location Fatwa, coordination is very important, because without prior internal coordination, work assignments will never be completed.

Based on the results of data testing conducted to determine the influence of coordination by the Investment Board and the Banjar City Integrated Licensing Service on the effectiveness of Location Fatwa Issuance, calculations were carried out through linear regression through statistical programs with the following results:

**Model Summary**

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | .675 <sup>a</sup> | .456     | .376              | 4.76753                    |

a. Predictors: (Constant), Esprit de Corps, Sense of Cooperating, Team Spirit, Rivalry

ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df | Mean Square | F     | Sig.              |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1     | Regression | 515.027        | 4  | 128.757     | 5.665 | .002 <sup>a</sup> |
|       | Residual   | 613.692        | 27 | 22.729      |       |                   |
|       | Total      | 1128.719       | 31 |             |       |                   |

a. Predictors: (Constant), Esprit de Corps, Sense of Cooperating, Team Spirit, Rivalry

b. Dependent Variable: Efektivitas penerbitan Fatwa Lokasi

Coefficients<sup>a</sup>

| Model |                      | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|----------------------|-----------------------------|------------|---------------------------|-------|------|
|       |                      | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant)           | 20.193                      | 5.609      |                           | 3.600 | .001 |
|       | Sense of Cooperating | 1.050                       | .931       | .252                      | 1.128 | .269 |
|       | Rivalry              | .419                        | 1.260      | .090                      | .333  | .742 |
|       | Team Spirit          | 1.743                       | 1.035      | .400                      | 1.684 | .104 |
|       | Esprit de Corps      | .341                        | 1.232      | .077                      | .277  | .784 |

a. Dependent Variable: Efektivitas penerbitan Fatwa Lokasi

Simultaneous data analysis (together) explained that the R square number is 0.456, this shows that 45.6% of the effectiveness of issuing location fatwa can be explained by the coordination by the Investment Board and Integrated Licensing Service of Banjar City, while the rest (100% - 45.6% = 54.4%) explained by other causes (factors) that were not studied. Furthermore, based on the probability value it is known that 0.002 is smaller than 0.05, the regression model can be used to predict the effectiveness of the issuance of location fatwa at the Banjar City Investment Board and Integrated Licensing Service, in other words the coordination by the head of the sub-district has an effect on the effectiveness of issuing location fatwa at the Investment Board. Capital and Integrated Licensing Services for the City of Banjar.

Good coordination needs to be done with the cooperation of all parties, both within the organization and with other organizations related to the completion of work, in this case in the issuance of the Location Fatwa. All employees at the Banjar City Investment Board and Integrated Licensing Service, starting from registration, the process of implementing work to issuing documents, need to be harmonious, in tune with the achievement of work results expected by the organization and service recipients.

Every unit in the organization needs to innovate, creativity so that each work assignment is more optimal, able to compete with other units to show the work ability of each work unit. Motivating yourself is better than being motivated by others, because it is the awareness of individual employees to be able to improve work performance in their work units, and as a whole in the organization. To make it real work effectiveness, then deep an organization of every employee required to always be productive produce a good job [10].

The involvement of each work unit as well as with related agencies in issuing the Location Fatwa is very strong so that in implementing the process it is necessary to increase mutual respect and respect for each employee as well as with work units and each agency. Togetherness in carrying out work tasks will be easier to complete, and this is important in achieving organizational goals. On the other hand, constant work is the main key to the success of employees in carrying out their job duties. High morale will produce good work results too. Every employee must have togetherness and high morale in the success of development in the City of Banjar.

The successful implementation of development depends on the selection of goals to be achieved by using resources to achieve these goals. So that the development process can be carried out in accordance with what is expected, then one of the aspects that must be considered is the coordination of the implementing agencies of the development. Coordination as one of the ways to unite the efforts of each person in charge of the implementation of development or work units in a region to promote the development process, especially development in accordance with the guidance of regional autonomy to achieve predetermined development goals, so that the objectives of the implementation of development in an area can be achieved. reached.

Coordination is one of the things that can be done to harmonize various implementation of development activities so that there is no confusion, conflict, absence of activities, by connecting, uniting and harmonizing development activities from the lower level to the upper level, so that there is directed cooperation in the effort to achieve goals. implementation of development. Efforts that can be done to achieve these goals include giving instructions / orders, holding meetings and providing explanations, guidance or advice. Establishing a mechanism in an activity is very important to coordinate work or organize a harmonious unit.

A coordinating mechanism in the implementation of development to keep directing its activities towards achieving these development goals and reducing inefficiency and damaging conflicts. Coordination is intended so that the executing apparatus of development coordinates human resources and other resources

they have. The success of the implementation of development depends on the ability of the apparatus in charge of the implementation of development to arrange various available resources to achieve a goal.

The level of effectiveness of development implementation should receive more attention from all operational elements of development administrators. Therefore, it is hoped that the perfection of the coordination system will be able to increase the level of effectiveness of development implementation. The elements that support the effectiveness of the implementation of development from the point of view of achieving goals not only consider targets, but also the mechanisms for self-defense and target management. The need for development for a region is clear, namely objective introspection, candidness about shortcomings, and readiness in implementing development.

#### 4. CONCLUSION

Based on the results of the study, it shows that the Sense of Cooperation, namely the existence of cooperation among employees in the issuance of the Location Fatwa at the Banjar City Investment Board and Integrated Licensing Service still needs to be improved so that the process of issuing Location Fatwas can be more effective. Furthermore, each work unit must have high motivation, innovation and work creativity so that every work completion achieves the achievements expected by the organization. Each organization is a collection of people in achieving common goals, so in this case the effectiveness of the issuance of the Location Fatwa by the Banjar City Investment Board and Integrated Licensing Service requires good cooperation between work units and with other related agencies, mutual respect and respect becomes the key to success in completing the work in question. Each dimension has a contribution to the effectiveness of the issuance of the Location Fatwa issued by the Banjar City Investment Board and Integrated Licensing Service determined by the Sense of Cooperating, Rivalry, Team Spirit, Esprit de Corps. From the test results, it is concluded that coordination has an effect on the effectiveness of the issuance of location fatwa in the Banjar City Investment Board and Integrated Licensing Service, with the implementation of coordination through terms of Sense of Cooperating, Rivalry, Team Spirit, Esprit de Corps.

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