

Analysis Of Determinant Factors Employee Performance Of Directorate General Of Intellectual Property Rights Republic Of Indonesia

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Abstract:

Examining the effects of leadership style, work motivation, work discipline, and job happiness on employees' performance is the goal of this study. The study's population, which totaled 100 people, was made up of workers. The required sample is gathered using a convenience sampling technique. Facts gathered directly from survey respondents are considered primary data. It is here retrieved directly by responding to a questionnaire. The scale that is widely used in the construction of questionnaires is the Likert scale. The data analysis methods employed in this study are hypothesis testing, conventional assumption testing, and data quality testing (validity and reliability testing). Workplace discipline has a significant impact on how well people perform, according to research findings. Work motivation has a big impact on employee performance. A leader's style does not significantly affect employee performance. Job satisfaction has a substantial impact on employee performance. Work ethics, work motivation, leadership style, and job satisfaction all have a big impact on employee performance. An analysis of the adjusted coefficient of determination (Adjusted R Square) shows that the competence, work discipline, remuneration, organizational culture, and organizational commitment variables may all be utilized to explain the performance variable. Meanwhile, the other difference is influenced by or explained by additional elements outside the purview of this research.

Keywords: work discipline, work motivation, leadership style, job satisfaction, employee performance.

Introduction

The era of reform and globalization has had a strong influence on human resource management and has given rise to a complexity of problems. These challenges must be faced by carrying out paradigm changes and improving management in each organization. One step in changing this paradigm is placing human resources (HR) as a priority. An organization is founded because it has goals to achieve. An organization is a place or forum for humans to interact; in that interaction, humans can achieve their goals. Every organization depends on the actions and attitudes of its members to accomplish its objectives. Organizations often strive to maximize the effectiveness of their current resources in order to accomplish their vision and fulfill their mission. The aspect that most affects how well performance is achieved in order to attain optimal performance is HR-related factors. Because HR actively plans and participates in organizational activities, HR is an organization's most valuable asset. Unlike equipment and money, which are passive and may be fully managed to promote the fulfillment of organizational goals, they contribute diverse educational backgrounds, experiences, abilities, and ideas to an organization (Darsono, 2021).

Every government agency is needed to have the ability to manage and optimize its human resources. Employee performance is expected to be at the highest level possible in order to meet the objectives of government organizations, hence human resource management cannot be divorced from this. Because they are the primary thinkers, planners, and controllers of organizational activities, employees are the company's most significant asset. In order for a company to be successful, workers must be motivated to put in more effort. Employees need to take their role in the organization seriously and focus more intently on their jobs in order to achieve organizational objectives. The issue that is currently surfacing is the perception of the government's public services as being of low quality. Employees that lack discipline engage in behaviors including entering the building without authorization, showing up late, and engaging in extracurricular activities while the office is open. These behaviors will inevitably affect an employee's performance (Siswanto et al., 2023).

The Directorate General of Intellectual Property Rights (HKI), which serves as the ministry's implementing agency, is under the direction of the Minister of Law and Human Rights. The Directorate General of Intellectual Property Rights is in charge of developing and implementing intellectual property policies in accordance with statutory regulations. For the Directorate General of Intellectual Property Rights to effectively serve the community as part of the advancement of intellectual property rights in Indonesia, personnel performance must also be improved. In this instance, it comprises of a number of organizational parts, the Secretariat of the Directorate General being one of them. All organizational units within the Directorate General of Intellectual Property Rights are responsible for receiving technical and administrative support from the Secretariat of the Directorate General. The lowest level of work program realization was in the general section with 67% and in the program and reporting section with 68%. In general terms, this means that of the 15 work programs, only 10 were realized. Meanwhile, in the program and reporting section, of the 19 work programs, only 13 were realized. The lack of maximum employee performance in achieving the work program certainly indicates that there are problems occurring in the organization (Tannady & Purnamaningsih, 2023).

Literature Review

Work discipline is one of several variables that might affect employee performance. Work motivation, in addition to work discipline, can affect performance. Being motivated is having a source of energy that makes people enthusiastic about their work and drives them to collaborate, perform well, and combine all of their efforts in order to be satisfied. The issue that arises in the workplace with regard to employee motivation is that some workers still view the task they do as a burden, something they must do out of obligation, and something they simply perceive as routine (Harlie, 2020). This is evident in the lack of motivation some employees have to complete their work, the unwillingness of some employees to improve the standard and efficacy of their work, and the lack of personal drive they have to grow personally and adapt to changes that take place outside of the workplace environment. This syndrome is typically brought on by repetitive work tasks and limited employee involvement in performance improvement. Leadership style is another factor that can affect performance in addition to work ethic and motivation. Leadership is the process through which a person shapes the behavior of followers to compel them to cooperate and contribute positively to

the accomplishment of organizational objectives (Lingga et al., 2022). Leadership is felt to be less than optimal, especially in creating a pleasant working atmosphere for its employees. Furthermore, the often-unclear way of delegating authority to leaders makes problems even more complex (Rivai & Sagala, 2020).

A leadership style that is appropriate for subordinates will have a significant impact on their performance, particularly by ensuring that they are happy in their jobs and so feel secure, protected, and equipped to do their obligations (Hidayat & Tannady, 2023). Employees that work under a participatory leadership style will also be satisfied in their jobs since they actively contribute by providing their opinions to determine company policies. Additionally, how effectively employees perform may be impacted by their job satisfaction (Zunan et al., 2022). Most of the time, job happiness is a personal issue. Depending on the value system that he adheres to, each person's level of contentment varies (Sandy, 2013). An individual is more satisfied with an activity the more highly regarded it is as being in line with their preferences. In other words, job satisfaction refers to an evaluation of a person's feelings of joy or displeasure at work. Job satisfaction must be increased in order to increase employee morale, commitment, love, and discipline (Rosan et al., 2022). The emotional state of being content and loving one's job is known as job satisfaction (Sriwidodo, 2020). This mentality is evident in the productivity, orderliness, and morale at work. At work, outside of work, or a combination of both, people experience job satisfaction. Employee job satisfaction is viewed as being subpar. This can be viewed in terms of social connections, including unsatisfactory relationships between supervisors and subordinates and relationships with coworkers. Such workplace conditions may lower workers' feelings of job satisfaction (Sutrisno, 2019).

Methodology

Employees made up the study's population, which had 100 in all. A sample is a representation of a population that includes a number of the population's members. A representative population was created by selecting this subset because it is frequently impossible to evaluate every member of the population. According to the Slovin calculation, 87 employees would make up the necessary sample when utilizing a convenience sampling method. Primary data are facts obtained directly from survey takers. By answering a questionnaire, it is in this instance directly obtained. The Likert scale is the scale that is frequently used in the creation of questionnaires. And in this instance, supporting text books, scholarly journals, the internet, and other sources relevant to the subject of study serve as the primary sources for the secondary data. Data quality testing (validity and reliability testing), conventional assumption testing, and hypothesis testing are the data analysis techniques used in this study. A questionnaire's validity is evaluated using the validity test. A questionnaire is deemed to be valid if its questions can shed light on the subject matter it is intended to measure. A questionnaire is deemed credible if the respondent consistently provides the same or stable responses. Utilizing the Cronbach Alpha () statistical test, gauge dependability. In order to determine the strength of the association and the impact of more than two independent variables, multiple linear regression analysis was used.

Case studies

The work discipline variable received the following responses from respondents: responders can utilize work discipline to meet organizational goals. Respondents' ability to adopt a disciplined attitude is put to the test by the presence of work discipline. When it comes to enforcing work discipline, leaders must be able to set an example. Leaders need to have the ability to oversee the application of workplace discipline. Respondents were able to enforce work discipline because they were happy with the compensation the organization provided. The respondent really loves the respondent's job, so the respondent can apply work discipline. The remuneration provided by the organization makes respondents more disciplined in their work. Respondents felt that the leadership had acted fairly in giving sanctions to disciplinary employees. The leadership always provides direction for implementing work discipline. The sanctions given by the leadership for indiscipline must be educational. Sanctions for indiscipline can be used as motivation to implement work discipline. Respondents felt that the leadership had acted firmly in providing sanctions for indiscipline. Having a good relationship between superiors and subordinates can improve work discipline. Good relationships between members of the organization can improve work discipline.

Respondents' answers regarding the work motivation variable are as follows: respondents are willing to listen to other people's opinions as input for improving themselves. respondents dare to take work risks with full calculation. Respondents are proud of the results achieved thanks to their own hard work. Respondents prefer to work with other people rather than alone. Respondents often communicate with colleagues to solve work problems. Respondents always discuss reaching consensus on resolving problems. Respondents are very active in determining the direction of organizational activities. Respondents prioritize work duties over personal relationships. The following was the response from respondents regarding leadership style: only the leader himself determines decision-making and policy. Leaders focus more on increasing employee productivity. Leaders are able to motivate employees well. Leaders are able to create good relationships with employees. Leaders completely hand over decision-making and completing work to employees. Leaders want subordinates to be able to control themselves when completing work. Leaders always provide work that suits their subordinates' abilities.

Respondents' answers regarding the job satisfaction variable are as follows: the work tasks given are very interesting for respondents. The work assignments submitted can provide learning opportunities for respondents. Respondents felt there was attention and good relations with the leadership. Leaders are able to appreciate the work that respondents have completed. The organization has been able to create stable working conditions. The organization has provided opportunities for respondents to gain work experience. The organization has provided opportunities for respondents to improve their abilities while working. The respondent's family's living expenses can be covered by the amount that he or she has received. Respondents have received assistance from coworkers and the workplace environment in completing their work. The company has supplied suitable infrastructure and working conditions. The performance variable received the following responses from respondents: Based on the established quality, respondents are capable of doing their assignment. Performance is assessed by leadership according to quality. By paying attention to quality, respondents were able to perform activities in accordance with targets. To produce high-caliber work, respondents always practice work discipline. The respondents are open to working with others. In their job, respondents always put honesty first. According to the research findings, the adjusted coefficient of determination (Adjusted R Square) is 0.67, or 67%. The adjusted R square number increases as the correlation between the five variables of the regression model gets stronger. It has been found that 67% of performance variables can be explained by factors including work ethic, motivation, leadership style, and job happiness. However, the remaining 33% of the difference is influenced by or explained by variables outside the purview of this investigation.

Based on the results of the computation, the t-table value was calculated to be 1.99, and the t-count value was 3.7. It was found that $T\text{-count} > t\text{-table} = 3.7 > 1.99$. The fact that the t-count value is greater than the t-table indicates that the regression coefficient for the work discipline variable is significant. The findings of comparing the sig values with the significance level were as follows: $\text{sig. } \alpha = 0.000 < 0.05$. Given that $\text{sig} < \alpha$, it may be said that H1 is accepted and H0 is rejected, signifying that the work discipline variable's regression coefficient has a substantial effect on performance in part (and separately). It is clear from the analysis's findings above that the work-discipline variable has a big impact on how well employees perform. These results are in keeping with past research that examined the effects of work ethics, motivation, and career advancement on the performance of public servants. This study found that workplace discipline has a big effect on employee performance. The results of the coefficient calculation are 3.4 for the t-count and 1.99 for the t-table. The t-count and t-table were compared, and the result was $T\text{-count} > t\text{-table} = 3.4 > 1.99$. The fact that the t-count value is greater than the t-table indicates that the regression coefficient for the work motivation variable is significant. A comparison of the sig values with the significance threshold yielded the following results: $\text{sig. } \alpha = 0.001 < 0.05$. The fact that $\text{sig} < \alpha$ indicates that H2 is accepted while H0 is rejected indicates that the work motivation variable's regression coefficient partially (and separately) has a significant impact on performance. In light of these findings, it can be concluded from the research above that the job motivation variable significantly affects employee performance. These findings are consistent with earlier study that focused on how competence, motivation, communication, and welfare affect the success of those working in the education sector. According to this study, employee performance is significantly impacted by motivation.

The coefficient table yields a calculated t-value of 1.3, while the value of the t-table is 1.99. It can be inferred that the regression coefficient for the leadership style variable is not significant by noting that $t\text{-count} < t\text{-table} = 1.3 < 1.99$. The outcomes of comparing the sig values with the significance level are as follows: $\text{sig. } \alpha = 0.20 > 0.05$. Due

to the fact that $\text{sig.} > \alpha$, it is possible to draw the conclusion that H_0 is accepted and H_3 is denied, indicating that the leadership style regression coefficient partially (individually) does not have a substantial impact on performance. The results of the analysis thus suggest that the leadership style variable has a negligible impact on employee performance. These results are in line with prior research on the effect of organizational culture and leadership style on worker performance, which found that leadership style in this study had no appreciable impact on output. Calculated values for the t-count and t-table were 3.5 and 1.99, respectively. The fact that the t-count value is higher than the t-table indicates that the regression coefficient for the work satisfaction variable is significant. And from the results, it is possible to infer that H_4 is true and H_0 is false, showing that the partial (individual) work satisfaction variable's regression coefficient has a considerable impact on performance. The results of the analysis thus show that the job satisfaction variable has a significant effect on employee performance. These results agree with those of past research. This study found that work satisfaction has a big impact on employee performance. The characteristics of job satisfaction, leadership style, and work motivation all have a major and simultaneous impact on performance. This is demonstrated by the fact that both the f-count value of 44, which is larger than 4, and the probability of 0.00, which is less than 0.05, are greater than 4. We thus find $f\text{-count} > f\text{-table}$ ($44 > 2.5$), which is consistent with the alternative hypothesis.

Conclusion

Workplace discipline has a big impact on employee performance. Work motivation has a big impact on employee performance. A leader's style does not significantly affect employee performance. Job satisfaction has a substantial impact on employee performance. Work ethics, work motivation, leadership style, and job satisfaction all have a big impact on employee performance. An analysis of the adjusted coefficient of determination (Adjusted R Square) shows that the competence, work discipline, remuneration, organizational culture, and organizational commitment variables may all be utilized to explain the performance variable. However, other factors that were not considered in this study have an impact on or contribute to the ultimate disparity. If a person demonstrates excellent work discipline, high work motivation, good leadership, and high job satisfaction with their employer, they can all succeed. Based on the study's findings, managers are recommended to use a participative leadership approach at work and support and improve employee motivation, work-related discipline, and job satisfaction in order to generate higher performance. Future academic studies on the effects of work motivation, work discipline, leadership style, and job satisfaction on performance are to be guided by the findings of this study. Because this research did not give the best outcomes for further study, it is hoped that future research would produce better results. Further research into other research objects is also suggested. When employing a different research object, the problems with the influence of work discipline, work motivation, leadership style, and job satisfaction on performance are clearly different. Future research is also urged to focus on examining a wider swath of the population than was done in this study. Since the samples used can be larger, they can provide a more accurate picture of the effect of work discipline, work motivation, leadership style, and job satisfaction on performance.

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