

Comparative Analysis Of Staffing Status Of Performance Results (Case Study in the General Section of the Regional Secretariat of Pasuruan Regency)

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ABSTRACT: *This study aims to examine whether there are significant differences in the performance of civil servant employees with non-civil servant employees. The institution under study is the General Section of the Regional Secretariat of Pasuruan Regency. This research is quantitative research. The sample used in this study were employees who worked in the General Section of the Regional Secretariat of Pasuruan Regency, a total sample of 40 civil servant employees of 60 non-civil servant employees and a total of 100 samples using simple random sampling method. The data analysis techniques used were descriptive test, test instrument and independent sample t-test test using the SPSS Version 22.0 program. This study used comparative analysis and obtained results that there were significant differences between the performance of civil servants and non-civil servant employees in the General Secretariat Regional Pasuruan Regency.*

KEYWORDS : *performance, civil servant employees, non civil servant employees*

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I. INTRODUCTION

The organization is currently experiencing many challenges, including the difficulty of obtaining the right employees in achieving organizational goals. Humans are considered the most important asset in an organization. In order to achieve better human resources (HR) performance, attention is needed from the management of the organization in monitoring the performance of its employees as seen from the activities in carrying out their duties and responsibilities.

Employee performance plays an important role in achieving organizational goals. The work of employees should be in accordance with the responsibilities and criteria determined by the organization. Every organization always tries to improve the performance of its employees in the hope that organizational goals can be achieved. Employee performance can be seen from the quantity, quality, timeliness, presence and ability to work together. Employee performance is the result of synergy from internal factors of employees, external employees, and external factors of the organizational environment (Mathis & Jackson, 2006: 113; Wirawan, 2009: 54). Furthermore, Wirawan stated that performance indicators are work results and work-related work behaviors.

As professionals, employees of both civil servants and non-civil servants have the same workload. In carrying out tasks, employees refer to the rules that have been set by orga. PRELIMINARY

The organization is currently experiencing many challenges, including the difficulty of obtaining the right employees in achieving organizational goals. Humans are considered the most important asset in an organization. In order to achieve better human resources (HR) performance, attention is needed from the management of the organization in monitoring the performance of its employees as seen from the activities in carrying out their duties and responsibilities.

nisasi. In terms of welfare, the status of civil servants and non-civil servants is clearly different. This can be seen from the magnitude Civil Servant's monthly salary is much greater than Non-Civil Servant. However, in terms of quality, discipline and work competence, non-civil servant employees are often better than employees who are civil servants.

So far, the government has always tried to increase the salaries of civil servants in hopes of increasing the motivation of civil servants so that they can ultimately improve their performance. However, the increase in salaries and the addition of compensation based on workloads turned out that the quality and competence of civil servant employees had not experienced a significant increase. As evidence, various sources obtained information that often Civil Servant employees were late in entering the office, did not enter without a clear reason, and were outside the office, for example at a mall or other crowded place, not because of assignments. However, there is no real action to improve it, even though the legal rules are available. All of these deviations

continue to this day. During this time, reports are usually formally prepared based on manipulated data whereas there is a General Section of the Regional Secretariat that oversees the performance of employees.

Structurally, Non-Civil Servant employees are positioned to a lesser degree than civil servant employees. Therefore, in various regions, the emergence of differentiation or differences between civil servants and non-civil servant employees is felt. The status of employees who are not civil servants are of two categories with a variety of issues, especially related to welfare. Categorically, "non-civil servant employees" include regional honorary employees and contract staff.

With these differences in employment status and differences in compensation received by Civil Servants and Non-Civil Servant employees the authors intend to conduct research on the above problems in a thesis entitled "Analysis of employment status on the performance of the General Section of Pasuruan Regency Regional Secretariat"

This study aims to analyze the difference in performance between civil servants and non-civil servants in the General Section of the Regional Secretariat of Passuruan Regency.

II. THEORETICAL BASIS

Personnel Management

Personnel management is a combination of management and staffing words which each have meaning and stand alone. According to Hari (2007: 67) management is carrying out certain actions by using the power of others, while staffing is all activities related to personnel interests.

From this understanding it can be concluded that personnel management is an art and knowledge used in achieving a goal that has something to do with individuals with the organization. Thus, staffing management is indeed important in organizations that have a large share because it involves humans who will determine the direction of progress and success in an organization. In employee management, it is certainly discussed about the procurement of employees which is commonly referred to as employee recruitment.

According to Heidjrachman (2011: 45) recruitment is the process of finding, finding, inviting and assigning a number of people from within and from outside the company as prospective workers with certain characteristics as stipulated in human resource planning. The results obtained from the recruitment process are a number of workers who will enter the selection process, namely the process of determining the most suitable candidates to fill certain positions available at the company.

Related to recruitment in Government Regulation Number 98 of 2000 concerning Procurement of Civil Servants, it was stated that the procurement of Civil Servants was carried out starting from planning, announcements, application, screening, appointment of Candidates for Civil Servants to appointment as Civil Servants.

The implementation of recruitment and selection is a very important, crucial task, and requires great responsibility. This is because the quality of human resources that will be used by the company depends very much on how recruitment procedures are carried out.

The steps in hiring employees are influenced by the rules that apply in every company, organization or institution. The difference is reflected in what values are role models. A company is different from others and will affect every new employee recruitment or recruitment policy. Political policies from bureaucrats / authorities will also influence recruitment.

Civil Servants and Honorary Employees

Definition of Civil Servants in a society that is always evolving, humans always have an increasingly important position, even though the Indonesian state is headed towards a work-oriented society, which views work as something noble, it does not mean ignoring humans who carry out the work.

Miftah Thoha gives an understanding that employees are: "People who have fulfilled certain conditions are appointed and placed or assigned and employed in the ranks of formal organizations to carry out a job and for achievement or work is rewarded in the form of salary."

From the above definition it can be concluded that employees are the main capital in an organization, be it government organizations or private organizations. It is said that employees are the main capital in an organization because the success or failure of an organization in achieving its objectives depends on the employees who lead in carrying out the tasks that exist in the organization. Employees who have given their energy and mind in carrying out their duties or work, whether government organizations or private organizations will get rewards as remuneration for the work done

Thus, it can be concluded that employees as workers or who hold jobs need to be moved so that they are able to work effectively. from several employee definitions that have been stated. the experts mentioned above, it can be concluded that the term employee contains the following meanings:

1. Become a member of a cooperative effort (organization) with the intention of obtaining remuneration or compensation for the services provided.

2. Employees in a self-help cooperation system.
3. Located as a recipient of work and dealing with employers (employers).
4. The position of the recipient of the work was obtained after making the admission process.
5. Will receive a termination (termination of employment between the employer and the recipient of employment).

Employment status

The definition of status is the state or position (person, body, etc.) in relation to the surrounding community. (Indonesian Language Dictionary, 2011: 750). Employees are people who work for the government (company); a group of people who work together to help a director, chairman, manage something. Temporary employees are employees who are not (or not) appointed as permanent employees or receive monthly honoraria.

Civil servants are government employees who are outside of politics, tasked with carrying out government administration based on established legislation. Civil servants are civil servants or state officials who are not military. Employment is related to employees. (Indonesian Dictionary, 2011, 530)

According to the general explanation in the Undang-Undang (UU) Number 8 of 1974, it is stated that what is meant by Employment is all matters concerning the position, obligations, rights, and guidance of civil servants. / government agencies are paid with government budgets. "In Law Number 43 of 1999 what is meant by Civil Servants is that every citizen of the Republic of Indonesia who has fulfilled the specified requirements, is appointed by an authorized official and is assigned an assignment in a public office, or assigned other countries and are paid based on the prevailing laws and regulations ". Civil Servants consist of: a. Civil Servant; b. TNI members; c. Member of the Indonesian National Police. While civil servants consist of: Central Civil Servants and Regional Civil Servants.

In the sense of civil servants there are elements of the citizens of the Republic of Indonesia who fulfill the conditions specified, appointed by an authorized official, entrusted with duties in a state position, and paid according to the prevailing laws and regulations.

Every individual in society has their own social status. Status is a manifestation or reflection of individual rights and obligations in his behavior. Social status is often referred to as the position or position, rank of someone in the community group. In all social systems, of course there are various positions or statuses, such as children, wives, husbands, RW heads, RT heads, Camat, Lurah, Principals, Teachers and so on.

Performance

Based on Wirawan's opinion (2009: 5) "Performance is the output produced by functions or indicators of a job or profession within a certain time." According to Mangkunegara (2009: 67) "Performance (work performance) is the quality of work and the quantity achieved by an employee in carrying out his duties in accordance with the responsibilities assigned to him. "

According to Suharsaputra (2010: 145) "Performance has an understanding of the existence of an action or activity that is displayed by someone in carrying out certain activities." A person's performance will appear in everyday working conditions and conditions. Activities carried out by a person in carrying out their work illustrate how he tries to achieve the stated goals.

According to Wibowo (2010: 2) "Understanding performance is often defined as performance, work or work performance."

Meanwhile, Nawawi (64-65) suggested that performance was a combination of three factors consisting of:

- A. Knowledge especially related to the work that is the responsibility of the work. This factor includes the types and levels of education and training that have been followed in their fields.
- B. Experience, which does not only mean the amount of time or time in work, but also with regard to the substance that is done which if carried out for a long time will increase the ability to work on certain fields.
- C. Personality, in the form of a condition in a person in dealing with their field of work. Such as interest, talent, ability to cooperate / openness, perseverance, honesty, work motivation, and attitude towards work. "

Performance has a comprehensive meaning, not only as a result of work, but how the work process takes place or how it works. In it there are three important elements which consist of: 1) elements of ability, 2) elements of effort and 3) elements of opportunity, which lead to the results of the work achieved. Thus means that someone who has a high ability in the field of work will only be successful if they have the willingness to do business directed at the goals of the organization or company. Furthermore, the ability and effort will not be enough if there is no opportunity for success, both created by themselves and those obtained from other parties, especially from the boss or leadership.

Hypothesis Development

H1: There are significant difference between the civil service status of civil servants and non civil servants on the performance of employees in the General Section of the Regional Secretariat of Pasuruan Regency

According to Suharsaputra (2010: 145) "Performance has an understanding of the existence of an action or activity that is displayed by someone in carrying out certain activities." A person's performance will appear in situations and daily working conditions. This is in accordance with the study of researchers, where researchers see that the daily performance of Civil Servant Employees looks better than Non-Civil Servant Employees. This phenomenon occurs in the General Section of the Regional Secretariat of Pasuruan Regency, non civil servant employees who seem to have more jobs, have an initiative attitude, discipline and it is not uncommon to go home overtime in contrast to civil servants who always go home on time.

III. RESEARCH METHODOLOGY

Research methods

This research uses nonprobability sampling technique is a sampling technique found or determined by the researcher or according to expert considerations. Namely Purposive sampling or judgmental sampling method is a method of drawing samples that are selected to select subjects based on specific criteria set by the researcher. The sample criteria are employees who have a minimum work period of 3 years. Data analysis method uses descriptive analysis, instrument testing and statistical tests with different tests. The statistical test used in this study is the Parametric test for two unconnected samples (two independent samples)

Population

The population of this study was a guest civil servant employee of 40 people and not a civil servant, a guest of 60 people in the General Section of the Regional Secretariat of Pasuruan Regency. The total number of studies that calculated 100 employees.

Research variable The variables in this study are: Employee performance with indicators of Effectiveness and Efficiency, Responsibility, Discipline, Initiative and Behavior /Characteristics.

IV. RESEARCH RESULT

Characteristics of Respondents at the Table 1 below presents the characteristics of respondents who participated in this study which included age, gender, last education and years of service.

Table 1: The Characteristic of Respondent

Descriptive	CIVIL SERVANT		Non CIVIL SERVANT	
	Amount	Percentation	Amount	Percentation
Gender				
Men	18	18 %	43	43%
Women	22	22%	17	17%
The Total of Respondent	40	40%	60	60%
Age (Years)				
21-30	2	2%	20	20%
31-40	21	21%	28	28%
41-50	12	12%	10	10%
>51	5	5%	2	2%
The Total of Respondent	40	40%	60	60%
Employment Status				
The Total of Respondent	40	40%	60	60%
Year of Service (Ages)				
<5	3	3%	16	16%
6-10	9	9%	26	26%
11-20	21	21%	18	18%
21-30	7	7%	-	-
The Total of Respondent	40	40%	60	60%
Last Education				
SMA/SMK	5	5%	48	48%
S-1	28	28%	12	12%
S-2	7	7%	-	-
The Total of Respondent	40	40%	60	60%

Sources : Data primer, diolah

Based on the characteristics of respondents above shows that the comparison of the percentage of sex between civil servant and non-civil servant employees in the Regional Secretariat of Pasuruan Regency is dominated by women in civil servants and male employees in non-civil servant employees. In the age characteristics of civil servants and non-civil servant employees, they are equally identical by young age. In contrast to the "Year of Services" table in which the civil service employees have a tens years of service, even

up to dozen of years, while for non-civil servant employees the working period is far less than that of civil servants and none reaches the next year.

This is because the status of employees has not been fixed so that the sense of loyalty that is owned cannot be equalized. From the last education table also shows that the education owned by civil servants and non-civil servant employees at the Regional Secretariat of Pasuruan Regency is far different, this is due to the recruitment of more civil servants than scholars. Global challenges and public demands for government services are increasingly high so that human resources are needed that are superior and competent in facing the demands and improvement of the quality of public services provided to the community, which of course these conditions are not equated to the recruitment of Non-Civil Servant employees.

Test Description

Table 2: Comparison of Scores

	No	Indicator	Answer Score	Total Score	Percentage
Civil Servant	1.	Effectiveness and Efficiency	695	800	86.9%
	2.	Responsibility	672	800	84%
	3.	Discipline	526	600	87.7%
	4.	Inisiative	680	800	85%
	5.	Attitude/karakteristic	1017	1200	84.8%
Non Civil Servant	1.	Effectiveness and Efficiency	1007	1200	83.9%
	2.	Responsibility	973	1200	81.1%
	3.	Discipline	771	900	85.7%
	4.	Inisiative	947	1200	78.9%
	5.	Attitude/karakteristic	1456	1800	80.1%

Explaining the results of the comparison of the performance of civil servant and non-civil servant employees by looking at the percentage of each indicator, it is stated that civil servant employees have a higher percentage than non-civil servant employees.

Instrument Test

Table 2: Instrument Validity

Variable	Civil Servant			Non-Civil Servant		
	r Count	r Table	Information	r Count	r Table	Information
X1	.590	.3044	Valid	.703	.2500	Valid
X2	.746	.3044	Valid	.774	.2500	Valid
X3	.671	.3044	Valid	.738	.2500	Valid
X4	.312	.3044	Valid	.476	.2500	Valid
X5	.853	.3044	Valid	.779	.2500	Valid
X6	.793	.3044	Valid	.732	.2500	Valid
X7	.711	.3044	Valid	.684	.2500	Valid
X8	.634	.3044	Valid	.651	.2500	Valid
X9	.767	.3044	Valid	.828	.2500	Valid
X10	.797	.3044	Valid	.852	.2500	Valid
X11	.582	.3044	Valid	.803	.2500	Valid
X12	.626	.3044	Valid	.656	.2500	Valid
X13	.746	.3044	Valid	.808	.2500	Valid
X14	.509	.3044	Valid	.753	.2500	Valid
X15	.668	.3044	Valid	.682	.2500	Valid
X16	.414	.3044	Valid	.453	.2500	Valid
X17	.439	.3044	Valid	.650	.2500	Valid
X18	.436	.3044	Valid	.272	.2500	Valid
X19	.380	.3044	Valid	.376	.2500	Valid
X20	.559	.3044	Valid	.610	.2500	Valid
X21	.515	.3044	Valid	.574	.2500	Valid

Explain about the results of the comparison instrument of the performance of Civil Servants and Non-Civil Servant Employees by looking at the respective validity information, the data can be used as an instrument to measure performance variables in Civil Servants and Non-Civil Servants in the General Section of the Regional Secretariat of Pasuruan Regency.

Table 4: Instrument Reliability

Variable	Civil Servant		Non-Civil Servant	
	Cronbach's Alpha	Information	Cronbach's Alpha	Information
X1	.693	Reliable	.809	Reliable
X2	.667	Reliable	.804	Reliable
X3	.671	Reliable	.805	Reliable
X4	.669	Reliable	.809	Reliable
X5	.666	Reliable	.801	Reliable
X6	.670	Reliable	.808	Reliable
X7	.667	Reliable	.803	Reliable
X8	.635	Reliable	.806	Reliable
X9	.668	Reliable	.803	Reliable
X10	.663	Reliable	.806	Reliable
X11	.659	Reliable	.798	Reliable
X12	.652	Reliable	.812	Reliable
X13	.656	Reliable	.795	Reliable
X14	.686	Reliable	.803	Reliable
X15	.681	Reliable	.807	Reliable
X16	.666	Reliable	.805	Reliable
X17	.667	Reliable	.807	Reliable
X18	.692	Reliable	.855	Reliable
X19	.693	Reliable	.819	Reliable
X20	.655	Reliable	.802	Reliable
X21	.655	Reliable	.801	Reliable

Explaining the results of the comparative instrument, the performance of Civil Servants And Non-Civil Servants by looking at their respective reliability information, it is stated that the variables are said to be good as an instrument to measure performance variables in civil servants and non-civil servants in the General Section of the Regional Secretariat of Pasuruan Regency.

Statistic Test

Table 5: The Test of T-Test

		Leven's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
PERFORMANCE	Equal Variance Assumed	2.996	0.87	3.400	98	.001
	Equal Variance Not Assumed			3.607	96.860	.000

From the results of the research test, it can be seen that the value of F = 2.996 with a significance of 0.087 which is greater than 0.05, so it can be said that there is no difference in variance in the performance of Civil Servant and non Civil Servant employees (equal / homogeneous data).

In table t, it can be seen that the t-count value = 3.400 can beat the t-table (> t-table 1.66055) with a significance of 0.001 (<0.005), It means that there are significant differences in performance between civil servant and non-civil servant employees.

Table 6: Group Statistic

Status	N	Mean	Std. Deviation	Std. Error Mean
PERFORMANCES CIVIL SERVANT	40	4.273805	.2158693	.0341319
NON-CIVIL SERVANT	60	4.090483	.2916680	.0376542

From this case it can be seen that the performance of Civil Servant employees is higher than Non-Civil Servants (4,2738.> 4,0905).

Answer of Hypothesis

Ha: there is a significant difference between employment status (Civil Servant and Non Civil Servant) on the performance of employees in the General Section of the Regional Secretariat of Pasuruan Regency.

Ha is accepted, because there are significant differences between employment status (Civil Servant and Non Civil Servant) on the performance of employees in the General Section of the Regional Secretariat of Pasuruan Regency. This is shown by the results of the statistical test of independent sample t-test that the t-count value = 3.400 is able to defeat the t-table (> t-table 1.66055) with a significance of 0.001 (<0.005).

This is different from the hypothesis that researchers suspect, because a significant difference with better performance actually exists in civil servant employees. That is, the performance of civil servant employees tends to work quality that refers to knowledge, namely the ability of employees who are more oriented to intelligence and thinking and mastery of the knowledge possessed one of them when completing tasks given by superiors and also the development of human resources that are always given periodically to civil servant employees related to performance improvement. It's different from non-civil servant employees who work only on orders from their superiors.

On the characteristics of respondents, also get results that the age of Non-Civil Servant employees is dominated by young age and male sex where many of them are not married and can freely work overtime without any dependents who wait at home. In addition, the long working factor is also an influence because in the characteristic table of Civil Servant employees, it is found that the results have a longer working period which means that the work experience is more than Non-Civil Servant employees

Not only age and duration of work, but the last education also affected where civil servant employees graduated on average while many of the Non Civil Servant employees graduated from SMA / SMK. Like Heidjrachman (2011: 45) said that recruitment is the process of finding, finding, inviting and assigning a number of people from inside and outside the company as prospective workers with certain characteristics as stipulated in human resource planning. So that civil servant employees certainly have very good performance because they have gone through long recruitment.

IV. CONCLUSION

Based on the description of the results of the analysis and discussion, it can be concluded that:

There is a significant difference between employment status (PNS and Non PNS) on the performance of employees in the General Section of the Regional Secretariat of Pasuruan Regency. This is shown by the results of the statistical test of independent sample t-test that the t-count value = 3.400 is able to defeat the t-table ($> t$ -table 1.66055) with a significance of 0.001 (< 0.005).

The suggestions given in connection with the results of this study are as follows:

Carry out training on knowledge so that the world of work is more improved both in permanent civil servants and non-civil servants, because training is one means for companies to introduce each other so that doing work can work well together as desired.

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