



PERFORMANCE OF STATE CIVIL SERVICES (ASN) BASED ON WORKLOAD AND ASSESSMENT OF WORK THE MINISTRY OF RELIGION IN DEPOK

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Abstract

This study aims to determine the effect of Workload and work performance assessment partially and simultaneously on the performance of functional ASN teachers in the Ministry of Religion of Depok City. The research method used is descriptive quantitative. The population of this study amounted to 240 people, with the sample calculation using the Slovin formula to 150 samples used. Data collection techniques using observation techniques, interviews, and questionnaires. The data analysis technique used a validity test, reliability test, classical assumption test, multiple regression analysis, coefficient of determination, partial hypothesis test (T), and simultaneous hypothesis test (f). based on the study's results, the workload variable (X_1) obtained a reliability value of 0.740. The partial test (T) has a value of $t_{count} < t_{table}$ ($1.736 < 1.97623$) and strength by a significance value of $0.085 > 0.05$, then H_01 is accepted, and H_1 is rejected, meaning that the Workload does not have a partial effect on ASN performance. The work performance assessment variable (X_2) results obtained a reliability value of 0.712. Partial test (t) obtained $t_{count} > t_{table}$ ($8.532 > 1.97623$), strengthened by a significance value of $0.00 < 0.05$, then H_02 reject, and H_2 is accepted, meaning that the work performance assessment has a partial influence on ASN performance. And the Workload (X_1) and work performance assessment (X_2) on performance (Y) have a positive effect with the equation $Y = 14 + 0.121X_1 + 0.530X_2$. The value of determination is 0.485 or 48.5%. Simultaneous F test results, with a value of $f_{count} > f_{table}$ or ($69.292 > 3.06$), are also strengthened by a significance value of $0.00 < 0.05$, then H_03 is rejected, and H_3 is accepted, meaning that the workload and work performance assessment have a simultaneous influence on the performance of functional ASN teachers in the Ministry of Religion of Depok City.

Keywords: The Workload, performance appraisal, and performance.

INTRODUCTION

Human Resources (HR) is an essential primary capital in the development of the Indonesian state. Therefore, utilising human resources is not only the context of using the quality of human resources itself but how to improve the quality of human resources owned by the Indonesian state. According to Widodo (2015:4), Human resource management is a science that use to manage people or employees following the goals of an organisation or company.

Quality human resources performance needs in all professional lines, including ASN. The State Civil Apparatus (ASN) is a human resource owned by the government to assist in the running of the government system in Indonesia.

The Ministry of Religion of the City of Depok is one of the government institutions that accommodate ASN, each of which performs its duties and functions following the letter of assignment of each ASN. The profession as an ASN has various parts, one of which is a functional ASN as a teacher. Under the auspices of the Ministry of Religion of the City of Depok, teachers with records as ASN assign to various schools in the Depok City area.

Not only have the task of educating the nation's children in each place of their respective duties, but ASN teachers also must carry out the Workload given by the Ministry of Religion of Depok City. According to Munandar (2014: 20), "Workload is the tasks assigned to the workforce or employees to

complete at a particular time by using the skills and potential of the workforce. With the Workload given by the Ministry of Religion, it hopes that ASN can have more targeted and systematic targets for work effectiveness.

From the results of interviews with the Ministry of Religion, Depok City, the staffing section, the following is an overview of the Workload that must carry out by ASN who are functional teachers

Table.1
Teacher Functional ASN Workload (2018-2022)

No	Responsibility	Time
1	ASN must attend the workplace min. 37.5 hours	1 Week
2	ASN functional teachers must teach for 24 hours	1 Week
3	ASN must be at work for 7.5 - 8 hours	Day
4	ASN must make a monthly performance report	1 Month
5	ASN must make an attendance report	1 Month
6	ASN must be the supervisor of the National Examination	1 Year

Source: secondary data processing 2022

Table 1 above shows that functional ASN teachers have various workloads that must carry out daily, weekly, monthly, and even annual periods.

Workload and ASN are also involved in work performance assessment carried out routinely by the Ministry of Religion of Depok City at the end of every year. According to Mathis in Zainal (2014:406), "stating performance appraisal is the process of evaluating how well employees do their jobs compared to a set of standards, and then communicating that information to employees." Meanwhile, according to Murphy and Cleveland in Sutrisno (2015:154), "job performance assessment is to obtain useful information in decision making related to other human resource management, such as career planning and development, compensation programs, promotions, demotion, retirement, and employee termination or dismissal."

Based on the understanding according to the expert, it can conclude that performance appraisal is a process of evaluating employees from the results of their work within a certain period to determine the level of employee performance in carrying out their obligations.

Following the slogan of the Ministry of Religion, namely "sincerely doing charity", it is hoped that functional ASN teachers who are under the auspices of the Ministry of Religion of Depok City can have a satisfactory performance by working following the slogan of the Ministry of Religion because the core task of a teacher is to educate the nation's children.

It hopes that the two factors between workload and work performance assessment can affect the performance of functional ASN teachers in the Ministry of Religion of Depok City.

METHOD

It is essential to use research methods pertinent to the research objectives to get the best possible results from this investigation. According to Sugiyono (2017:3), the research method is an objective and methodical approach to collecting data that serves a specific purpose. In this research, the researcher uses quantitative analysis. According to Sugiyono (2017:14), quantitative research methods can interpret as research methods based on the philosophy of positivism, used to examine specific populations and samples, sampling techniques generally taken randomly, data collection using research instruments, data analysis based on quantitative / statistics, to test the established hypotheses.

In this study, the author uses the Simple Random Sampling technique contained in the Probability Sampling technique. With sampling using an error rate of 5%. Sugiyono (2017:81) The sample is part of the population that is the study's data source, where the population is part of the number of characteristics possessed by the people. The total population in this study were all functional ASN teachers in the Ministry of Religion of Depok City, totalling 240. In this study, the researchers narrowed the population by calculating the sample size using the Slovin Technique according to Sugiyono (2017:81). Then the sample calculation is as follows:

$$n = \frac{N}{N \cdot d^2 + 1}$$

$$n = \frac{240}{240(0,05)^2 + 1}$$

$$n = \frac{240}{240(0,0025) + 1}$$

$$n = \frac{240}{1,6}$$

$$n = 150$$

So, the sample used in this study amounted to 150 of the total population.

RESULTS AND DISCUSSION

Normality Test Results

Table 2 Normality test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardised Residual
N		150
Normal Parameters ^b	Mean	,0000000
	Std. Deviation	2,26709681
Most Extreme Differences	Absolute	,091
	Positive	,091
	Negative	-,065
Test Statistic		,091

Asymp. Sig. (2-tailed)			,004 ^c
Monte Carlo	Sig.		,157 ^d
Sig. (2-tailed)	99% Confidence Interval	Lower Bound	,147
		Upper Bound	,166

Source: SPSS Processing Results 2022

The Kolmogorov Smirnov normality test table above provides information that the coefficient value obtained is 0.157 (greater than 0.05) so that it can ascertain the distribution of variable data in this study usually distribute.

Table 3 Multicollinearity Test

Coefficients								
Model		Unstandardised Coefficients		Standardised Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	14,549	2,494		5,833	,000		
	Workload	,121	,070	,128	1,736	,085	,649	1,541
	Assessment	,530	,063	,613	8,352	,000	,649	1,541

Dependent Variable: Performance

Source: SPSS Processing Results 2022

Based on the table above, we can explain the following:

1. For the Workload variable (X1), which is proxied by employee performance (Y), there is no multicollinearity because the VIF value is smaller than 10 or $1.541 < 10$ and has a tolerance value greater than 0.1 or $0.649 > 0.1$.
2. For the work performance appraisal variable (X2), which is proxied with employee performance (Y), there is no multicollinearity because the VIF value is smaller than 10 or $1.541 < 10$ and has a tolerance value greater than 0.1 or $0.649 > 0.1$.

Table 4 Multiple Linear Regression Analysis

Coefficients						
Model		Unstandardised Coefficients		Standardised Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	14,549	2,494		5,833	,000
	TOTALX1	,121	,070	,128	1,736	,085

	TOTALX2	,530	,063	,613	8,352	,000
a. Dependent Variable: TOTALY						

Source: SPSS Processing Results 2022

Based on the table above, the multiple regression equation can describe as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + e$$

$$Y = (14.549) + 0.121 X_1 + 0.530 X_2 + e$$

From the multiple linear regression equation above, it can explain as follows:

1. The constant value (a) has a positive value of 14.549. The positive sign means that it shows a unidirectional influence between the independent variable and the dependent variable. For example, it shows that if all independent variables, including Workload (X_1) and work performance appraisal (X_2), are 0 per cent or have not changed, the performance value is 14.549.
2. The regression coefficient value for Workload (X_1) is 0.121. This value shows a positive influence between workload and performance variables. The positive sign indicates a unidirectional effect between the workload and performance variables.
3. The value of the regression coefficient for the assessment of work performance (X_2) is 0.530. This value shows a positive result, and this indicates that if the performance appraisal increases by 1%, then the performance will increase by 0.530

Table 5 Coefficient of Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. The error in the Estimate
1	,697 ^a	,485	,478	2,282
a. Predictors: (Constant), TOTALX2, TOTALX1				

Source: SPSS Processing Results 2022

From the table above, the coefficient of determination (r square) is 0.485 or 48.5%. So that the effect of X_1 and X_2 on Y is 48.5%, while the event impacted the rest by other variables not discussed in this study. The R Square value of 48.5% (40% - 50%) belongs to the low category, according to Sugiyono (2019: 248). It proves that there are still many variables that can affect the performance of ASN in the Ministry of Religion of Depok City

Table 6 Simultaneous Significance Test F (Statistical Test F)

ANOVA ^a						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	721,974	2	360,987	69,292	,000 ^b

	Residual	765,819	147	5,210		
	Total	1487,793	149			
a. Dependent Variable: TOTALY						
b. Predictors: (Constant), TOTALX ₂ , TOTALX ₁						

Source: SPSS Processing Results 2022

In the table above, the simultaneous significance test F shows a significance value of $0.00 < 0.05$, and the Fcount is $69.292 > 3.06$ (ftable). With a significance value below 0.05, it shows that the workload variable (X1) and the performance appraisal variable work (X1) have a simultaneous influence on the performance of ASN in the Ministry of Religion of Depok City. It means that Ho3 reject and Ha3 is accepted.

The influence of Workload on the performance of ASN in the Ministry of Depok City

Based on the analysis results, the equation value of $Y = 14.549 + 0.121 X_1$ obtain. The hypothesis test receives tcount < ttable or ($1.736 < 1.97623$), and sig value $0.85 > 0.05$, and a partial determination coefficient of 0.241 or 23.1% obtains. Meanwhile, Ho1 is accepted, and Ha1 reject; this shows that the Workload (X1) has no partially significant effect between Workload (X1) on the performance (Y) of ASN in the Ministry of Religion of Depok City. The findings above explain that Workload does not partially affect ASN performance because the (negative) statement in questionnaire no. 6, "I must have a workload that is not so much", has a total score of 683 more than the other statements. That is, it can conclude that ASN in the Ministry of Depok City, on average, answered the statement with a disagree/strongly disagree, so the ASN did not agree if the Workload they had was too little. It is incredible because ASN does not feel burdened by their work with the existing Workload.

The influence of work performance assessment on the performance of ASN within the Ministry of Depok City

Based on the analysis results, the value of the equation $Y = 14.549 + 0.530 X_2$. The hypothesis test obtained tcount > ttable or ($8.352 > 1.97623$) and significance value $0.00 < 0.05$, and the partial determination coefficient value was 0.475 or 47.5%. Meanwhile, Ho2 reject, and Ha2 is accepted; this shows that the work performance assessment (X2) has a partially significant effect between the work performance assessment (X2) on the performance (Y) of ASN in the Ministry of Religion of Depok City. The findings above explain that the work performance assessment has a partial influence on the performance of ASN, strengthened by the statement of questionnaire no. 10 "An ASN must have a high quality of work and quantity of work so that the results of the annual performance appraisal get good results" this statement has a total score of 652 with a percentage of 10.52% more than the other statements. That is, it can conclude that ASN in the Ministry of Depok City, on average, answered the

statement with an agree/strongly agree answer. Hence, ASN felt that work performance assessment could be used as motivation to improve their performance both in quality and quantity.

The influence of workload and work performance assessment on the performance of ASN within the Ministry of Depok City

The study's results showed that Workload (X1) and work performance research (X2) positively affected employee performance by obtaining multiple linear regression equations $Y = 14.549 + 0.121 X1 + 0.530 X2$. Based on the test results on the simultaneous F test, the value of $f_{count} > f_{table}$ or $(69.292 > 3.20)$ also strength by weight < 0.05). Meanwhile, H_03 reject, and H_a3 is accepted; this shows a significant simultaneous influence between workload and work performance assessment on the performance of ASN in the Ministry of Religion of Depok City. The percentage of simultaneous effect can see in the Coefficient of Determination (R Square) test of 0.485. It can conclude that the workload variable and work performance assessment affect the variable performance of ASN employees in the Ministry of Religion of Depok City by 48.5%. In comparison, the rest, equal to 51.5%, is influenced by other variables outside this study.

CONCLUSION

Based on the results of research and discussions that have been carried out regarding the effect of Workload and work performance assessment on the performance of ASN in the Ministry of Religion of Depok City, the following conclusions can draw:

1. The effect of the workload variable on the performance of ASN employees in the Ministry of Religion of Depok City shows that there is no positive effect, as evidenced by the results of the t-test through SPSS 25, the value of $t_{count} < t_{table}$ ($1.736 < 1.97623$) and a significance value of $0.85 > 0.050$. Thus H_{a1} is rejected, and H_{o1} is accepted, meaning that there is no positive and significant effect between Workload (X1) on ASN Employee Performance (Y) in the Ministry of Religion of Depok City.
2. The effect of the work performance assessment variable on the performance of ASN in the Ministry of Religion of Depok City shows that there is a positive influence as evidenced by the results of the t-test through SPSS 25, the value of $t_{count} > t_{table}$ ($8.352 > 1.97623$) and a significance value of $0.00 < 0.050$. Thus H_{a2} is accepted, and H_{o2} reject, meaning that there is a positive and significant influence between the Performance Assessment Work (X2) on Employee Performance (Y) ASN in the Ministry of Depok City.
3. The effect of workload variables (X1) and work performance assessment (X2) on the performance (Y) of ASN employees in the Ministry of Religion of Depok City shows that there is a positive influence as evidenced by the results of the F test through SPSS 25, the value of $f_{count} > f_{table}$ ($6.803 > 3.06$) and a significance value of $0.00 < 0.005$. Thus H_{a3} is accepted, and H_{o3} reject. It

means that there is a simultaneous influence between work motivation and work discipline on the performance of ASN in the Ministry of Religion of Depok City.

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