

The Effect Of Performance Contract Implementation On The Commitment Of Civil Servants At The Office Of Environmental Impacts Control And Mining In The Regional Mining Of Sinjai District Sulawesi Selatan

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Abstract

This research aims to: 1)analyze the positive and significant impact of all performance contract variables for together through employee commitment, and 2) analyze the most dominant performance contract variables through employee commitment. The analytical method used is Multiple Regression with F test and t test tools. The results show that: 1)all performance contract variables impact for together through employee commitment , 2) for the four performance contract variables, quality improvement and information access of natural sources and environment is the most dominant through employee commitment, and 3) The most dominant variables influenced with employee commitment from the highest score to the lowest is X4, X3, X1, and X2

Keywords: *Employee commitment, performance contract*

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INTRODUCTION

The performance of government employees as state apparatus in carrying out their duties and obligations is an important element that also determines the realization of good governance. However, many people consider that the performance of government employees to date has not been encouraging.

The condition of the state apparatus as described in the above phenomenon is a serious problem that reflects the low quality of government employee performance. The work culture in the government environment, especially with regard to non-compliance with regulations, absenteeism from mandated duties and obligations, and a lack of contribution to work, is an indication of low organizational commitment among government employees.

The level of an employee's commitment to the organization will affect the quality of his performance. Daft said (2003: 9) that there are two attitudes related to excellent employee performance, namely one's job satisfaction and his commitment to the organization where he works. Commitment to the organization, as a form of professionalism of government employees in the tasks and implementation of the policies that have been determined, is very necessary for the realization of the quality

of the performance of the state apparatus which is oriented towards the quality of public services (public service).

Basically the application of the principles of good governance is better public service to the community, so that the quality of community-oriented services is really prioritized because the community as a state stakeholder has the right to get the best service. Steers and Porter (1983:442) define organizational commitment as an attitude in which individuals identify themselves with the goals and expectations of the organization where they work and try to maintain membership in the organization to realize the goals of the organization. The existence of organizational commitment to employees can be indicated by three things, namely: belief in and acceptance of the values and goals of the organization,

One of the efforts made by the central government to increase organizational commitment for civil servants is to sign a performance contract. Since 2008, the government of Sinjai Regency, South Sulawesi Province, has implemented this performance contract.

This research will focus on the Regional Mining and Environmental Impact Management Office of Sinjai Regency. Over the last few years the performance of the Sinjai District Mining and Environmental Impact Management Office has shown improvement. This can be seen from the various programs and activities of this office, almost all of which have achieved the target according to the performance contract. In addition, for the first time through this office, Sinjai Regency has succeeded in obtaining the Adipura charter in 2010. Sinjai Regency has also won the Kalpataru award, the highest award in the environmental field for its success in changing the face of Tongke-Tongke Village to become a world-class research location for mangroves.

Determination of the performance of the Regional Mining and Environmental Impact Control Office in Sinjai Regency consists of 11 main programs, namely 1) office administration services, 2) improvement of apparatus facilities and infrastructure, 3) increase in apparatus discipline, 4) increase in apparatus HR capacity, 5) increase in system development reporting of performance and financial achievements, 6) development of waste management performance, 7) guidance and supervision in the mining sector, 8) control of pollution and environmental destruction, 9) Improvement of pollution control, 10) management, development & utilization of human resources, energy, geology, and underground water, and 11) quality improvement and access to information on natural resources and the environment

RESEARCH METHODS

Research design

This research is a quantitative research carried out at the Regional Mining and Environmental Impact Management Office, Sinjai Regency, South Sulawesi. The research time was for four months, from July to November 2022. Data was collected using a questionnaire given to respondents.

Population and Sample

The units of analysis in this study are civil servants at the Regional Mining and Environmental Impact Management Office of Sinjai Regency. The population above will be limited to the Environmental Impact Sector considering that the main duties and functions of the Environmental Impact Sector and Regional Mining are different

so that the performance contracts are also different. Based on data from the Personnel Section as of June 2010, the number of employees in the Environmental Impact Section is 39 people.

With the saturated sample used, the entire population of 39 employees will be used as the research sample.

Data analysis techniques

The statistical analysis used in this study is multiple regression analysis. Multiple regression analysis is a statistical technique used to test whether there is an effect of performance contracts on the commitment of employees of the Regional Mining and Environmental Impact Control Office, Sinjai Regency, South Sulawesi Province.

RESULT AND DISCUSSION

Test of Hypotheses

This study has 2 (two) objectives, namely: (1) to analyze the positive and significant influence of performance contract variables in the form of developing the performance of waste management, controlling pollution and environmental destruction, increasing pollution control, as well as improving the quality and access to information on natural resources and the environment together have a positive and significant effect on the commitment of Civil Servants Office of Environmental Impact Management and Regional Mining of Sinjai Regency, and (2) analyze the performance contract variable that has a dominant influence on the commitment of Civil Servants at the Regional Mining and Environmental Impact Control Office in Sinjai Regency.

To analyze the data obtained from the results of research in the field, used Qualitative and Quantitative Analysis. Quantitative analysis is used to prove the hypothesis proposed using the Multiple Linear Regression Analysis model and Qualitative Analysis is used to describe the results of the Quantitative Analysis.

Simultaneous Test Results

Table 1. Table of F test results

Adjusted R2	multiple R	F ratio	F table
0.532	0.762	11,787	2.61

From the calculation of multiple regression analysis with the help of the SPSS program, an F-count of 11.787 is obtained with a probability level of 0.000 (significance), while the F-table is 2.61. An effect is said to be significant if the F-count is greater than the F-table, or the probability is less than 0.05. Because the probability is much smaller than 0.05 ($0.000 < 0.05$) and the F-count is greater than the F-table ($11.787 > 2.61$), this regression model can be used to predict that all independent variables together positive and significant effect simultaneously on the dependent variable. In other words, a performance contract consisting of developing the performance of waste management, controlling pollution and environmental destruction, increasing pollution control, and improving the quality and access to information on natural resources and the environment together have a positive and significant effect on the commitment of Civil Servants at the Regional Mining and Environmental Impact Management Office in Sinjai Regency. Thus the First Hypothesis is accepted.

From the test results it can be seen that the adjusted R² is 0.532, this means that all independent variables (X₁, X₂, X₃, and X₄) together have a strong influence (contribution) to the commitment of Civil Servants in the Office of Environmental Impact Management and Mining Sinjai Regency area of 0.532 or 53.2%.

Partial Test Results

Table 2. Table of t test results

Regression Variable	Regression Coefficient (B)	t-count	t-table	Significance	r partial	Partial r ²	Constanta
X ₁	0.274	2,688	2,021	Significant	0.419	0.176	0.833
X ₂	0.182	2.102	2,021	Significant	0.339	0.115	
X ₃	0.221	2,910	2,021	Significant	0.447	0.200	
X ₄	0.290	2.305	2,021	Significant	0.527	0.278	

From the calculation results in the table above it can be seen that all variables are significant, meaning that the t-count for each variable is greater than the t-table, or probability <0.05.

1. Variable Influence Development of Waste Management Performance (X₁) on Employee Commitment (Y)

From the calculation results of Multiple Regression Analysis with the help of the SPSS 12 program, it is known that the partial determinant regression coefficient (β_1) and multiple partial correlation coefficient values (r^2) for the waste management performance development variable (X₁) are 0.274 and 0.176 (17.6%) with positive numbers.

The t-count value for this variable is 2.688 which is greater than the t-table which is 2.021, thus indicating that the influence of the waste management performance development variable (X₁) on employee commitment (Y) is significant, that is, there is an influence between the two (t count > t table).

The number r^2 in this variable is 0.176, meaning that the contribution of the development of waste management performance (X₁) to employee commitment (Y) is 17.6%, provided that the other independent variables are constant.

2. Variable Influence Control of Environmental Pollution and Destruction (X₂) on Employee Commitment (Y)

From the calculation results of Multiple Regression Analysis with the help of the SPSS 12 program, it is known that the partial determinant regression coefficient (β_2) and multiple partial correlation coefficient values (r^2) for the variable controlling environmental pollution and destruction (X₂) are 0.182 and 0.115 (11.5 %) with positive numbers.

The t-count value for this variable is 2.102 which is greater than the t-table which is 2.021, thus indicating that the influence of the variable control of pollution and environmental destruction (X₂) on employee commitment (Y) is significant, that is, there is an influence between the two (t count > t table).

The r^2 value for this variable is 0.115, meaning that the contribution of pollution control and environmental destruction (X₂) to employee commitment (Y) is 11.5%, provided that the other independent variables are constant.

3. Variable Influence Increasing Pollution Control (X3) on Employee Commitment (Y)

From the calculation results of Multiple Regression Analysis with the help of the SPSS 12 program, it is known that the partial determinant regression coefficient (β_3) and multiple partial correlation coefficient values (r^2) for the increase in pollution control variable (X3) are 0.221 and 0.200 (20%) with numbers that positive sign.

The t-count value for this variable is 2.910 which is greater than the t-table which is 2.021, thus indicating that the effect of the increased pollution control variable (X3) on employee commitment (Y) is significant, that is, there is an influence between the two ($t \text{ count} > t \text{ table}$).

The value of r^2 in this variable is 0.200, meaning that the contribution of increased pollution control (X3) to employee commitment (Y) is 20%, provided that the other independent variables are constant.

4. Variable Influence Improving Quality and Access to Information on Natural Resources and Environment (X4) on Employee Commitment (Y)

From the calculation results of Multiple Regression Analysis with the help of the SPSS 12 program, it is known that the partial determinant regression coefficient (β_4) and multiple partial correlation coefficient values (r^2) for the variable quality improvement and access to information on natural resources and the environment (X4) are 0.290 and 0.278 (27.8%) with numbers marked positive.

The t-count value for this variable is 2.305 which is greater than the t-table which is 2.021, thus indicating that the effect of the variable quality improvement and access to information on natural resources and the environment (X4) on employee commitment (Y) is significant, i.e. there is an influence between both ($t \text{ count} > t \text{ table}$).

The r^2 value for this variable is 0.278, meaning that the contribution of improving quality and access to information on natural resources and the environment (X4) to employee commitment (Y) is 27.8%, provided that other independent variables are constant.

Discussion

The results of the research on the four programs above (hereinafter referred to as variables) show that the variable of quality improvement and access to information on natural resources and the environment (X4) has the highest response weight from the respondents. While the lowest rating falls on the variable controlling environmental pollution and destruction (X2). If examined based on the value of each indicator, it appears that the second indicator in the waste management performance development variable, namely the availability of waste processing technology facilities, actually shows the lowest value. In general, the availability of waste processing technology facilities shows an outcome of achieving 75% of the target. The lack of target achievement was recognized by respondents.

If all achievements in the performance contract are associated with organizational commitment, it appears that all variables together have a positive and significant effect on employee commitment. Has a positive effect, meaning that if the quantity and or quality of the performance contract indicators increases, organizational commitment will also increase. This also applies if there is a decrease in the quantity and or quality

of performance contracts, then employee commitment will also decrease. The influence of the X variable on the Y variable is 53.2%, while the strong relationship between the two is 76.2%. If the strength of this relationship refers to Alhusi (2002), then with a correlation value of 76.2% the correlation between variables X and Y is strong or high.

With an influence of 76.2%, the greater the contribution of the performance contract, the greater the employee's commitment. Increased employee commitment can be seen from the willingness of employees to work hard on their own accord (even without overtime pay or without direction from the leadership), employees really like the place where they work, employees are increasingly willing to spend more time and energy on their work, employee cooperation with both superiors and co-workers is getting better, employee attendance is getting better, rules regarding office hours and office hours are increasingly being obeyed, work is rarely or never postponed again, and they want to keep working at the Environmental Impact Management Office and Regional Mining without the slightest intention to move.

Based on the partial effect, from the calculation results it is known that there is an influence of the development variable on waste management performance (X1) on the commitment of employees of the Regional Mining and Environmental Impact Management Office (Y). The influence of the two is unidirectional. This means that if the waste management performance development variable is increased in quantity, employee commitment will also increase. Conversely, if the waste management performance development variable is reduced in quantity, then employee commitment will also decrease.

The influence of the development variable on waste management performance on employee commitment is 17.6%. In other words, if waste management facilities and waste processing technology facilities are available according to predetermined targets, then employee commitment will increase by 17.6%. Conversely, if these indicators decrease in quantity, employee commitment will also decrease by 17.6%.

on variables pollution control and environmental destruction (X2), this variable also has a unidirectional effect. This is evidenced by the numbers that are positive. This means that if the quantity and quality of the variables controlling pollution and environmental damage are increased, employee commitment will also increase. Conversely, if the variables controlling pollution and environmental damage are reduced in quantity and quality, employee commitment will also decrease.

The magnitude of the influence of the variables controlling pollution and environmental destruction on employee commitment is 11.5%. In other words, if the Clean River Program is increased in quality and quantity to increase public awareness of environmental pollution control, the commemoration of World Environment Day is carried out in accordance with even exceeding the target achievement, and the availability of research documents on the level of abrasion (erosion) and sedimentation of rivers, beaches and mountains is increased according to needs and requests through more in-depth research, then employee commitment will increase by 11.5%. Conversely, if these indicators decrease in quantity, employee commitment will also decrease by 11.5%.

on variables improving pollution control (X3), this variable also has a unidirectional effect. This is evidenced by the numbers that are positive. This means that if the variable of increasing pollution control is increased in quantity, then employee

commitment will also increase. Conversely, if the quantity of the increase in pollution control variable is reduced, then employee commitment will also decrease.

The magnitude of the influence of the variable increase in pollution control on employee commitment is 20%. In other words, if the availability or quantity of laboratory equipment for testing pollution levels of solid waste and liquid waste is increased, then employee commitment will increase by 20%. Conversely, if these indicators decrease in quantity, employee commitment will also decrease by 20%.

on variables improving the quality and access to information on natural resources and the environment (X4), this variable also has a unidirectional effect. This is evidenced by the numbers that are positive. This means that if the variables of quality improvement and access to information on natural resources and the environment are increased in quantity, employee commitment will also increase. On the other hand, if the variables of quality improvement and access to information on natural resources and the environment are reduced in quantity, employee commitment will also decrease.

The magnitude of the influence of the variable quality improvement and access to information on natural resources and the environment on employee commitment is 27.8%. In other words, if the number of participants in environmental management counseling, the number of environmental warning boards installed, and the number of participants in the Healthy City assessment preparation workshop/ Adipura increases until it reaches 100% of the target or even exceeds it, then employee commitment will increase by 27.8%. Conversely, if these indicators decrease in quantity, employee commitment will also decrease by 27.8%. Among the four independent variables of performance contracts, the variables of quality improvement and access to information on natural resources and the environment (X4) have the most dominant influence compared to the other three variables.

CONCLUSIONS

Based on the results of the research and the results of the regression analysis that has been carried out, several conclusions can be drawn as follows:

1. The contract variables for the performance of the Regional Mining and Environmental Impact Management Office of Sinjai Regency which consist of developing the performance of waste management, controlling pollution and environmental destruction, increasing pollution control, and improving the quality and access to information on natural resources and the environment jointly influence positive and significant impact on employee commitment in the office. Thus the first hypothesis is accepted as true.
2. Among the performance contract variables, the variables of quality improvement and access to information on natural resources and the environment (X4) have a dominant influence on the commitment of employees of the Regional Mining and Environmental Impact Control Office in Sinjai Regency. Thus the second hypothesis which states that the solid waste management performance development variable which has a dominant influence is rejected.
3. The variables that dominantly influence employee commitment at the Regional Mining and Environmental Impact Management Office of Sinjai Regency successively from the largest to the smallest are the increase in quality and access to information on natural resources and the environment (X4), the variable

increasing pollution control (X3), development of waste management performance (X1), and environmental pollution and damage control variables (X2).

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