

The Effect of the Control System and Promotion on the Performance of Makassar City DPRD Office Employees

Amar Sani ✉ **Rahmi**¹ **Solihin Matalatta**³

^{1,2,3}, Prodi Manajemen, STIE Amkop Makassar

Abstract

This study aims to determine the effect of the control and promotion system on the Makassar city DPRD office, where the study used a saturated sample with a sample of 30 respondents. The analysis method used is Multiple Linear Regression, with T test and F test with data processing tools using the SPSS For Windows Version 22 program. knowing the influence of the control system and promotion in the Makassar city DPRD office, where the study used a saturated sample with a sample of 30 respondents. The analysis method used is Multiple Linear Regression, with T test and F test with data processing tools using the SPSS For Windows Version 22 program

Kata Kunci: *Control System, Promotion and Employee Performance*

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✉ Corresponding author :

Email Address : amar@stieamkop.ac.id

INTRODUCTION

In giving awards for the implementation of employee work and positions in good subordinates even better than before and promotion because the promotion given to a leader or superior is closely related to a person's success in an organization or society in achieving its goals.

Position is the responsibility carried by each employee to carry out the duties and functions of each job. Positions in a work organization are also carried out to motivate employees to improve a good performance result. Every employee has the same opportunity to be promoted as a certain position, whether as a top leader or head of Section, or head of a unit which basically is to build the spirit of creativity of employees at work. As a position promotion can occur in every work organization, even more so if it is associated with improving employee performance, where each factor will have a different impact.

In the supervisory function carried out by the Makassar city DPRD, it should have a goal that makes the achievement of a good and maximum government and runs in accordance with the goals to be achieved In implementing regional head local regulations and having authority over statutory power, the regional head can determine or make regulatory decisions in the region. According to Montesquieu, in his book, *L'Esprit des Lois* (1748), which followed the line of thought, John Locke

divided state power into three branches, namely: (1) legislative power as lawmakers; (2) the executive power exercising; and (3) the power to judge or the judiciary.

According to Sedarmayanti (2004), performance is also a translation of performance which means the work of a worker, a management process or an organization as a whole, where the results of the work must be shown concrete evidence and can be measured compared to predetermined standards. There are many different dimensions of employee performance, many of which are unrelated, a person may be very high in one dimension and low in another. Dimensions of employee performance include: Overall employee performance appraisal is a different process from job evaluation in accordance with the controls in employee performance appraisal regarding how well someone does the work assigned / given as their respective responsibilities.

One indicator of the success of an organization whose government in achieving a goal with maximum achievement is determined by the success of supervision itself. If the supervision is carried out optimally, then the supervision is the most important element in determining the success of a program with job evaluation also determines how high the price of a job is for the organization and thus in what range of salary should be given to the job so that in carrying out these functions it can be effective so that in promotion based on job control and performance so that it can be promoted to a higher position. Therefore, from the various descriptions above Based on this title, the author raises the title: **"The Effect of the Control System and Promotion of Positions on the Performance of Makassar City DPRD Office Employees"**.

H1: It is suspected that the Control System has a positive and significant effect on the performance of employees of the Makassar City DPRD Office.

H2 : It is suspected that Promotion has a positional and significant effect on the performance of the Makassar City DPRD office.

H3: It is suspected that the control system and promotion have a significant effect on the performance of the Makassar City DPRD office.

METHODOLOGISTS

This research uses a type of research with a quantitative approach. This research was conducted at the Makassar city DPRD office, South Sulawesi Province. This research is planned to take place from December 2022 to January 2023. One step in research is to determine the object to be studied and the size of the existing population. In this study using a saturated sample where the population is all employees in the Makassar city DPRD office totaling 30 (thirty) employees who will provide data and information related to this study.

RESULTS AND DISCUSSION

Deskripsi Responden

The respondents in this study were all 30 people in the Makassar city DPRD office. There are 5 characteristics of respondents included in the study, namely based on the age of respondents, gender, education level, length of service, and marital status.

Tabel 1. Usia Responden

No.	Usia	Jumlah Responden	Persentase
1.	20-30 tahun	8	27%
2.	31-40 tahun	8	27%
3.	41-50 tahun	14	46%
4.	50 tahun keatas	0	0%
	Jumlah	30	100%

Based on table 1 above, it shows that employees aged 20-30 years are 8 people or 27%, respondents aged 31-40 years as many as 8 people or 27%, respondents aged 41-50 years as many as 14 people or 46%, and respondents aged 50 years and over as many as 0 people or 0%. So it can be said that most of the employees of the Makassar city DPRD office who were respondents in this study were aged 40-50 years.

Tabel 2. Jenis Kelamin Responden

No.	Jenis Kelamin	Jumlah Responden	Persentase
1.	Laki-laki	16	53%
2.	Perempuan	14	47%
	Jumlah	30	100%

Based on the 2 tables above, it shows that male employees are 16 people or 53% and female employees are 14 people or 47%. So it can be said that most of the employees of the Makassar city DPRD office who were respondents in this study were male.

Tabel 3. Tingkat Pendidikan Responden

No.	Tingkat Pendidikan	Jumlah Responden	Persentase
1.	SLTA/SMA/MA	0	0%
2.	Diploma	8	26%
3.	S1	8	26%
4.	S2	14	48%
	Jumlah	30	100%

Based on table 3 above, the data in table 9, shows that respondents based on education level are dominated by S2, which is 14 people or 48%, then S1 as many as 8 people or 26%. So it can be said that most of the employees of the Makassar city DPRD office who were respondents in this study were with S2 education levels.

Tabel 4. Masa Kerja Responden

No.	Masa Kerja	Jumlah Responden	Persentase
1.	1-5 tahun	8	26%
2.	6-10 tahun	8	26%
3.	11-15 tahun	14	48%
4.	16 tahun keatas	0	0
	Jumlah	30	100%

Based on table 4 above, it shows that respondents based on 1-5 years of service are 8 people or 26%, then respondents with 6-10 years of service are 8 people or 26%, respondents with 11-15 years of office are 14 people or 48%, and respondents with 16 years of office and over are 0 people or 0%. So it can be said that most of the employees of the Makassar city DPRD office who were respondents to this study were with a working period of 11-15 years.

Tabel 5. Status Pernikahan Responden

No.	Status Pernikahan	Jumlah Responden	Persentase
1.	Menikah	20	67%
2.	Belum Menikah	10	33%
	Jumlah	30	100%

Based on table 5 above, 20 married employees or 67% and 10 unmarried employees or 33%. So it can be said that most of the employees of the Makassar city DPRD office who were respondents in this study were married.

Validity Test Results

Validity Test is a tool used to measure the validity or validity of a questionnaire. A questionnaire is said to be valid if the statements on the questionnaire are able to reveal something that the questionnaire will measure.

The samples in this study amounted to 30 samples with significance rates of 0.05 ($df = N-2$), $df = 30-2 = 28$, so that the value in the r table was 0.3061 (Junaidin, 2010). Therefore, a comparison is made on r count and r table.

If $r \text{ count} > r \text{ table}$ will be positive, then the variable is declared valid.

If $r \text{ counts} < r \text{ table}$, then the variable is declared invalid.

So the results of the validity test of independent variables (control system and promotion) and dependent variables (employee performance) on the questionnaire in this study can be considered as follows:

Tabel 6. Hasil Uji Validitas

Variabel		r hitung	r tabel	Keterangan
Sistem Kontrol (X1)	X1.1	0,846	0,3061	Valid
	X1.2	0,819	0,3061	Valid
	X1.3	0,742	0,3061	Valid
	X1.4	0,954	0,3061	Valid
Promosi Jabatan (X2)	X2.1	0,811	0,3061	Valid
	X2.2	0,953	0,3061	Valid
	X2.3	0,847	0,3061	Valid
	X2.4	0,818	0,3061	Valid
Kinerja (Y)	Y.1	0,905	0,3061	Valid
	Y.2	0,881	0,3061	Valid
	Y.3	0,866	0,3061	Valid
	Y.4	0,801	0,3061	Valid

Sumber: Hasil Olah Data Spss 22. 2022

Based on table 6 above, the results of the validity test of independent variables (control system and promotion) and bound variables (employee performance) that the value of all statement items is greater than r table so that it can be concluded that all research statements above can be declared valid and can be used as research instruments in this study.

RELIABILITY TEST

A research instrument is said to be realistic if it can be used more than once in different periods of time, but still shows the consistency or extent to which this research instrument is relied upon.

The reliability test in this study used Cronbach alpha (α). A construct or variable is said to be reliable if it gives a Cronbach Alpha value of $> 0.60 - 1$ then the questionnaire is said to be reliable, otherwise if it is less than the Cronbach Alpha value then the reliability is called unreliable. The results of the reliability test with the cronbach alpha technique can be seen in the table below:

Tabel 7. Hasil Uji Reliabilitas

Variabel	Koefisien Alpha	Batas Nilai Koefisien Alpha	Keterangan
Sistem Kontrol (X1)	0,845	0,60	Reliabel
Promosi Jabatan (X2)	0,868	0,60	Reliabel
Kinerja(Y)	0,883	0,60	Reliabel

Sumber: Hasil Olah Data SPSS 22. 2022

Based on table 7 above, the reliability test results show that the Control System variable (X1) has a Cronbach's Alpha value of $0.845 > 0.60$, the Promotion variable (X2) has a Cronbach's Alpha value of $0.868 > 0.60$ and the Performance variable (Y) has a Cronbach's Alpha value of $0.883 > 0.60$. So it can be concluded that the 3 variables in this study consisting of statements have met reliability standards.

REGRESSION ANALYSIS TEST AND HYPOTHESIS TEST

Multiple Linear Regression Analysis

Multiple linear regression analysis is intended to see how much influence between the independent variable (control system and promotion) on the dependent variable (employee performance) at the Makassar City DPRD Office. The results of multiple linear regression analysis in this study can be seen in the following SPSS output results:

Tabel 8. Hasil Analisis Regresi Linear Berganda

	Unstandardize d Coefficients		Standardize d Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
1 (Constant)	5,843	2,832		2,063	,049		
Sistem Kontrol	,444	,178	,469	2,489	,019	,623	1,604
Promosi Jabatan	,215	,179	,227	1,203	,240	,623	1,604

Based on the results of multiple linear regression analysis in table 8 above, it shows that the results of the regression coefficient for the control system variable (X1) are 0.444, the promotion variable coefficient (X2) is 0.215 and the Employee Performance variable coefficient is 5.843, a regression equation model is obtained :

$$Y = 5,843 + 0,444 X1 + 0,215 X2 + e$$

From the multiple linear regression equation, the result of the equation can be described as follows:

1. The constant value of the equation above is 5.843, if the control system variables (X1) and promotion (X2) do not change, the Performance of Employees at the Makassar City DPRD Office is 5.843.
2. The control system regression coefficient of 0.444 states that the control system variable has a positive effect on employee performance and if there is a 1% increase for the control system variable, employee performance increases by 0.444.
3. The promotion regression coefficient of 0.215 states that the promotion variable has a positive effect on employee performance and if there is a 1% increase for the promotion variable, employee performance increases by 0.215.

Partial Test T

The t test is basically used to see the effect of each independent variable (control system and promotion) on the dependent variable (employee performance) partially. The basis for decision making if $t_{\text{calculate}} > t_{\text{table}}$ and sig value < 0.05 then it can be said that variable X has a positive and significant effect on variable Y or in other words H1 is accepted, otherwise if $t_{\text{calculate}} < t_{\text{table}}$ and the sig value > 0.05 then it can be said that variable X has an effect on variable Y or in other words H1 is rejected.

The method used in determining the t-table according to Sugiyono (2008: 244) is $t_{\text{table}} = t (\alpha/2; n-k-1) = t (0.05 / 2; 30 - 2 - 1) = (0.025; 27)$ so that the t-table is 2.052. The results of the partial T test using SPSS version 22 can be seen in the following table:

**Tabel 9. Hasil Uji secara Parsial (Uji t)
Coefficients^a**

Model	t	Sig.
Sistem Kontrol (X1)	4,055	,000
Promosi Jabatan (X2)	3,176	,004

a. Dependent Variable: Kinerja Pegawai

Sumber: Data diolah SPSS V.22 (2022)

Based on table 9 above, the following results are obtained:

1. The results of the influence of the Control System on Employee Performance obtained a calculated value = $4.055 > t_{\text{table}} = 2.052$ and with a significance value of $0.000 < 0.05$. With a significance smaller than 0.05, this means that the control system variable (X1) has a positive and significant influence on employee performance (Y) or in other words Hypothesis 1 is accepted while H0 is rejected.
2. The results of the influence of the Control System on Employee Performance obtained a calculated value = $3.176 > t_{\text{table}} = 2.052$ and with a significance value of $0.004 < 0.05$. With a significance smaller than 0.05, then this means that the variable of jaba promotiontan (X2) has a positive and significant influence on employee performance (Y) or in other words Hypothesis 2 is accepted while H0 is rejected.

Test Simultan (Uji F)

Simultaneous tests are used to determine the effect of independent variables (control system and promotion) on dependent variables (employee performance) together. The basis for decision making if $F_{\text{calculate}} > F_{\text{table}}$ and the sig value < 0.05 then it can be said that variables X1 and X2 have a positive and significant effect on variable Y or in other words H3 is accepted, otherwise if $F_{\text{calculate}} < F_{\text{table}}$ and the sig value > 0.05 then it can be said that variables X1 and X2 have an effect on variable Y or in other words H0 is rejected.

The method used to obtain the results of the F-table according to Ghazali (2011: 98) is: $F_{\text{table}} = F (k; n-k) = F (2; 30 - 2) = (2; 28)$ so that the results of the F-table are 3.34 The results of the simultaneous F test using SPSS version 22 can be seen in the following table:

Tabel 10. Hasil Uji Simultan (Uji F)

Model		F	Sig.
1	Regression	9,077	,001 ^b
	Residual		
	Total		

a. Dependent Variable: Kinerja Pegawai

b. Predictors: (Constant), Promosi Jabatan, Sistem Kontrol

Sumber : Data diolah tahun 2022

Based on the table above, the $F_{\text{calculate}}$ result is 9.077 with a significant level of 0.001. This shows that the $F_{\text{calculate}}$ result is $9.077 > F_{\text{table}}$ is 3.34 and the sig value is $0.001 < 0.05$. This means that the control system variables (X_1) and promotion (X_2) have a simultaneous positive and significant influence on employee performance (Y), in other words Hypothesis 3 is accepted while H_0 is rejected.

Effect of Control System (X_1) on Employee Performance (Y)

The results of this study show that the control system variable has a calculated value of $4.055 > t_{\text{table}}$ 2.052 with a significant value of $0.000 < 0.05$ which means that the control system has a positive and significant effect on employee performance at the Makassar City DPRD Office. This also means that the control system is one of the variables that affect employee performance in this study, the better and maximum the supervision or control system is carried out, the more it improves employee performance in carrying out their duties.

The results of this study can be proven from respondents' responses about the control system who chose to agree in the first statement with the discussion of indicators "The need for performance evaluation" and chose to strongly agree in the second statement with the discussion of indicators "The need for direct control of superiors in preventing poor performance". This means that respondents want a periodic assessment and review by the supervisor directly on employee performance or activities to measure employee success at work and to be an assessment of the good and bad performance that has been done. The information obtained from this evaluation can later help in decision making related to salary increases, promotions, and termination of employment.

This result is in accordance with previous research conducted by Nursan (2019) entitled "The Effect of Supervision on Employee Performance (Study at the Office of the Regional Development Planning Agency of Gowa Regency)". Where in this study and this study have something in common, namely finding that the control system (supervision) has a positive and significant effect on improving the performance of Makassar City DPRD Office employees.

This research indicates that the control system is important and a factor in improving the performance of Makassar City DPRD Office employees.'

Effect of Promotion (X_2) on Employee Performance (Y)

The results of this study show that the promotion variable has a calculation of $3.176 > t_{\text{table}}$ 2.052 with a significant value of $0.004 < 0.05$, which means that promotion has a positive and significant effect on employee performance at the Makassar City DPRD Office. This also means that promotion is one of the variables that affect employee

performance in this study. The results of this study prove that employee performance at the Makassar City DPRD Office is influenced by promotion because it is evidence of strengthening employee work performance, if employees get a promotion, it will certainly have a positive impact on improving the employee's performance at work. Thus, it can be said that if a promotion is given to employees who have achievements while carrying out their duties, it will motivate other employees to improve and improve their performance.

The results of this study can be proven from the responses of respondents about promotion who chose to strongly agree with the second statement with the discussion of the indicator "I am always loyal to the place where I work" and in the third statement with the discussion of the indicator "Education is a requirement for promotion". This means that if loyalty is increased, it will be easier to improve employee performance. This loyalty attitude will be realized if the needs of work life can be met, such as providing appropriate compensation, good relationships between employees and superiors, a comfortable work environment. In addition to loyalty, according to respondents, the level of education also plays an important role in improving performance because it will increase the ability, expertise and skills of employees which will have an impact on achieving optimal performance. Education in the organization is a process of developing abilities, attitudes and forms of behavior in the direction desired by the organization concerned, the higher the level of education a person has, the expected ability of human resources will be higher.

This result is in accordance with previous research conducted by Raqieb (2019) entitled "The Effect of Promotion on Employee Performance at the Office of the South Sulawesi Provincial Highways and Construction Office". Where in this study and this study have something in common, namely finding that promotion affects employee performance. Research quoted from Raqieb, it is said that promotion has a positive and significant effect on improving the performance of employees of the Makassar City DPRD Office.

This research indicates that promotion is important and a factor in improving the performance of Makassar City DPRD Office employees.

Effect of Control System (X1) and Promotion (X2) on Employee Performance (Y)

Looking at the results of F count shows a value of $9.077 > F_{table}$ of 3.34 with a significant value of $0.001 < 0.05$. This shows that regression models can be used to predict Control System variables (X1) and Promotion (X2) on improving Employee Performance (Y) or it can also be said to have a simultaneous effect between Control System variables (X1) and Promotion (X2) on Employee Performance (Y). The point here is that with the Control and Promotion System, it will make employee performance increase. The result of the coefficient of determination (R^2) shows the contribution of the influence of the independent variable (control system and promotion) to the dependent variable (employee performance) of 0.402 or 40.2%.

CONCLUSION

Based on the results of research conducted at the Makassar City DPRD Office, the conclusions that can be put forward in this study are as follows:

1. The result of the Control System tcount (X1) is 4.055 while $t_{table} = 2.052$, then the value of $t_{calculate} > t_{table}$. While the significant value of the Control System (X1) is $0.000 < 0.05$. Based on these results, it can be concluded that the Control

- System partially has a positive and significant influence on the performance of Makassar City DPRD Office employees.
2. The result of calculating Promotion (X2) is 3.176 while $t_{table} = 2.052$, then the value of $t_{hitung} > t_{table}$. While the significant value of Promotion (X2) is $0.004 < 0.05$. Based on these results, it can be concluded that partial promotion has a positive and significant influence on the performance of employees of the Makassar City DPRD Office.
 3. The Fcalculate result shows a value of 16.667 greater than Ftable of 3.34 with a significant value of 0.001. This shows that regression models can be used to predict Control System variables (X1) and Promotion (X2) on Employee Performance (Y) or it can be said that there is a simultaneous influence between Control System variables and Job Promotion on Employee Performance.

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