

Work Capability with Work Environment Management and the Effectiveness of Education and Training on Civil Servant Performance

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Abstract

This study analyzes how the influence of work capability with work environment management and training effectiveness on ASN performance directly and indirectly (mediation) in Binamu District, Jeneponto Regency. This research uses a quantitative methodology that clarifies the warnings of the factors studied and the relationship between one variable and another. This examination accommodates recently considered theories. This investigation will explain the causal relationship between factors through speculation testing. In this study, the testing technique used was a different direct relapse using IBM's SPSS 21 program. The results showed that the work environment conditions, and education and training activities carried out effectively for the work process of state civil servants in Binamu District, Jeneponto Regency, will impact increasing work capability and performance both directly and indirectly.

Keywords

Work Environment, Training Effectiveness, Work Capability, and Performance.

1. Introduction

A representative will be pleased and pleased with the completed exhibition. Excellent execution is a condition that everyone in the world of work wants. George in Ranupandoyo and Husnan indicated that implementation or work is an appreciation that is a human need. Currently, realizing the maximum performance of government agencies cannot be bargained again because government agencies should carry out their duties properly. ASN is the main actor in the implementation of development and realizing the success of state objectives. One of the factors of low performance than current ASN employees is the lack of work capabilities or capabilities possessed by ASN employees. To have good workability, and ASN employee must be trained through education and training (training).

Based on the initial interviews with the public showed the perception of the performance of ASN in Binamu District Jenepono deficient, where ASN only mostly drink coffee and casual work with a significant income. In addition, Hasdin Nasri's research showed the performance of employees in The Binamu District, Jenepono Regency district is relatively low (Jannah et al., 2019; Lionardo et al., 2020; Yusuf et al., 2019). This shows there are problems in the performance of employees in the Binamu District, Jenepono Regency, which needs to be improved. The same can be seen in pre-research, where many ASN still have not performed full service to the community.

Pre observations conducted by researchers found conditions where the work environment is less supportive of improving work capabilities, such as work support facilities in technology (Nath et al., 2021; Suharyanto et al., 2021; Umanailo et al., 2021). Technological developments and workplace conditions have not been updated by technological developments that have not provided comfort to the ASN in work.

The next phenomenon related to the effectiveness of training conducted against ASN has not impacted improving employee performance because the training implemented is not thorough to ASN. There has not been a good knowledge transfer process among employees, mainly from ASN who have followed the movement not to impact the performance of other ASN.

2. Literature Review

Human Assets Executives (HR), according to Hasibuan, human Assets Executives (HR) can be interpreted as science and expertise that form connections and help workers succeed and effectively utilize human capacity to achieve the goals of each organization. In an association of territorial devices or government offices, human assets of the administrator of the State General Mechanical Assembly (ASN), which is a Government Employee (PNS) in Law No. 5 of 2014 on State Public Tools, ASN Administrator is the organizer of ASN to collect ASN workers. Who are proficient, have fundamental qualities, professional morals, mediation from legislative issues, free from insults, agreements, and nepotism?

According to Moenir, ability comes from the primary word that can adjust to assignments and jobs, which means having the option to do business, work to deliver products, or administration according to its form. Sampurno demonstrated the capacity discusses a group of combined assets used to perform practical exercises (Sampurno, 2011). Assauri explains that the formation of significant capacities lies in the uniqueness of abilities or abilities and information about representatives and pioneers of hierarchies and valuable talents (Assauri, 2013).

According to Leonard and Barton, four interrelated measurements help the hierarchy's ability. First, the element of information and knowledge. This measurement is the most needle measurement with the capacity that best suits the association. Second, knowledge and capabilities can be calculated within a specific framework. Third, the cycle of truth and control is guided by an administrative framework. The fourth measurement is aimed at quality and standards identified by the different types of information displayed and added to the connection cycle and information control.

The workplace is a condition identified with qualities in which they pursue the behavior and perspective given by the representative (Ervina et al., 2019; Novitasari et al., 2019; Rumaolot et al., 2019). It is determined using making mental changes due to things known about their work or under certain conditions requiring more consideration. Associations that can provide work fatigue, jobs that are consistently boring and hot. (Schultz and Schultz in Rahmawanti, 2014).

Sedarmayanti states that overall, the type of workplace is isolated into 2, precisely: Actual Workplace; The actual workplace is all the circumstances in the work environment that can affect representatives either directly or implicitly (Sedarmayanti, 2009). Non-Actual Workplace; A non-actual workplace is all circumstances that occur identified by an employment relationship, two associations with superiors and an association with an individual partner, or an association with a subordinate (Sedarmayanti, 2001).

Steers states that effectiveness is "the capacity of an organization to obtain and utilize valuable resources as efficiently as possible in pursuit of operational goals." According to Faustini Cardoso Gomes, the indicators in measuring the effectiveness of a training program are Learning (Learning), Behavior (Behaviors), and Results (results) (Meitaningrum, 2013).

In addition, according to Tamim and Hermansjah, the most widely prepared include: All preparatory programs are completed with a predetermined time plan; The association of all exercises went smoothly because of the coordinator's

work control, commitment, and capacity; Productive in office utilization and accessible frameworks Meitaningrum (2013).

Sedarmayanti, Following Unofficial Law No. 101 of 2000 concerning Teaching and Preparation of Government Employee Positions, stated that "Schooling and preparation of Civil Servant Departments called Training is a way of implementing education and learning to improve the capacity and implementation of government workers" (Sedarmayanti, 2016).

As indicated by Simamora, stated the advantages gained from the implementation of Teaching / Preparation (Training), in particular: (1) improving the quality and amount of efficiency, (2) reducing the learning time required by representatives to complete the specified. Implementation guidelines, (3) Making disposition, fidelity, and collaboration more ideal, (4) Meeting the prerequisites for human asset regulation, (5) reducing the number and cost of work accidents, and (6) Assisting representatives in their improvement and progress (Simamora, 2004).

As indicated by Gibson, representative execution is the ideal result of the culprit (Sukmawati et al. 2013). Worker execution is the level at which a representative completes prerequisite work (Simamora, 2004). According to Mathis, the factors influencing the implementation of workers are the capacity of representatives to work, the level of energy spent, and the authoritative assistance they get.

Execution combines quality results and works attention. There are three reasons identified with target settings that affect performance, in particular: Decide the effect of the coordination effect to be a unique concentration of specific exercises as opposed to the next activity; As a result of the goals that have been achieved, individuals must be careful to direct energy relative to the problem of such purposes; Troublesome goals produce more firmness than soft targets.

According to Handoko in Sukmawati, the implementation examination is a hierarchical cycle of evaluating associations or representatives' implementation. This can improve staff choice and give workers criticism of executions (Sukmawati et al. 2013).

3. Method

This examination uses a quantitative methodology that explains the factors studied and the relationship between one variable and another (Sugiyono, 2016). The inquest showed speculation was planned recently. This examination will clarify the causal relationship between factors through theoretical testing. In this study, the testing strategy used was a variety of relapsed diseases directly with IBM's SPSS 21 program.

The research time used during the research until the completion of the thesis preparation is estimated to be approximately two months, starting from May to July 2020 in Binamu District, Jenepono Regency.

The population in this study is the total number of ASN employees in Binamu District, Jenepono Regency district, which amounts to 117 people. The inspection strategy for inspection in inspection is wet testing. The in-depth examination is a method of analysis when everyone from the community is used as a test. Thus, the example in this investigation can require 117 individuals.

Data collection will be conducted in various settings (Sugiyono, 2016), namely: Documentation. The documentation needed is a variety of documents on the issue to be examined; questionnaire. Give a questionnaire to the respondent (sample). This questionnaire is prepared in the form of written questions given to respondents. Based on these hypotheses, analysts created an outline of the path that would be used in introducing the problem and deciding the conditions to provide a relationship between the factors of the road diagram.

Judging from the test objectives, testing the theoretical configuration that can be used is a road investigation technique—used to examine relationships between factors. This model looks at the direct or indirect impact of a group of autonomous (exogenous) factors on environmental (endogenous) variables. Investigation of how it is used using administration, recurrence, and ways so that it is well known to appear in intermediary factors. This investigation was assisted with the help of IBM's SPSS 21 programming.

4. Result and Discussion

This study conducted hypothesis test data using IBM SPSS 21 to see the direct influence and indirect influence (mediation). From the processing of data can be seen the direct and indirect impact as follows in Figure 1:

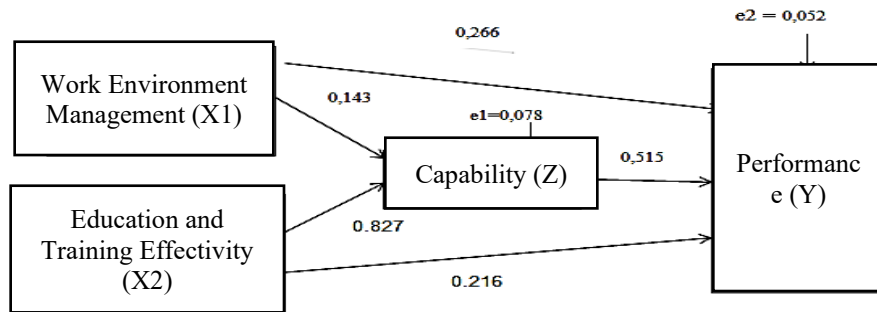


Figure 1. Path Analysis between X1 X2, Z, and Y

Based on the data processing image above using IBM SPSS 21 software. It can be described the results of testing hypotheses of direct and indirect influence as follows:

5. Discussions

5.1 The Effect of Work Environment Management on Work Capabilities (Direct Influence)

Based on the results of statistical tests for occupational environment management variables, partial work environment management has a positive and significant influence on capabilities. It shows that if the work environment management is getting better, it will increase the working capacity. The results also showed respondents' responses about work environment management to capabilities that showed a high/good average response. However, some still showed a hesitant reaction and disagreed with the capabilities currently felt towards work environment management. Based on the results of interviews and observations with ASN encountered said that for the direction of the work environment in the Binamu District, the Jeneponto Regency district felt less good, so that it is concerned with the capabilities of ASN.

The workplace is an essential factor in executing workers. Because the workplace directly affects representatives in completing work that will ultimately improve implementation or organization. A decent workplace, a workplace that can do exercise in an ideal, healthy, safe, and fun way. Therefore, a guarantee and a viable framework will significantly determine the choices that determine associations. A poor workplace can reduce inspiration and resolve and ultimately reduce the execution of representatives (Nitisemito in rahmawanti, 2014).

The side effects of this examination are reinforced by the assessment communicated by Hasibuan (2002) that a decent workplace can uphold the implementation of work so that representatives have the energy to work and improve workers' abilities. This result also supports the study of Riza Widyanata under the title Climate Impact and Work Capacity on The Execution of Pt. Ronadamar Sejahtera, Bandung Branch.

According to Amir, it was clarified that capacity is the ability to properly abuse assets claimed in or within associations and the potential of oneself to complete specific exercises or conduct joint activities (Amir, 2011). As an individual, it is not someone who can. For example, a piano player can play the piano well. This is primarily determined by how a representative can make it with training and learning. This is reinforced by Robbin's assessment in Meitaningrum which implies that capacity is a limitation claimed by everyone to complete their obligations (Meitaningrum, 2013). This can be achieved from the determination that specialists work together, or a proportion of what individuals do.

5.2 Effect of Education and Training on Work Capability (Direct Influence)

Based on the results of statistical tests for the variable of effectiveness concluded that the efficacy of training partially has a positive and significant influence on capabilities. It shows that if the effectiveness of training is getting better, it will increase capabilities. The study results also showed respondents' responses on the Effectiveness of Training to powers that led to a high average reaction of respondents/good, although still those who showed a hesitant reaction and disagreed with the capabilities currently felt to the Effectiveness of Training. Based on the interviews and

observations with ASN encountered, for the Effectiveness of Training in Binamu District, Jeneponto Regency has not been excellent so that it is concerned with capabilities.

An unofficial law No. 101 of 2000 concerning School and Preparation of Civil Servants, it is stated that the purpose of teaching and preparation is: The addition of information, ability, ability, and mentality to complete professional obligations depends on the character and morale of government employees according to the needs of the organization; Making mechanical assembly suitable for use as a reformer and a patch of solidarity and honor; It strengthens the organization's character and spirit towards the administration, certainty, and strengthening of the local area; They realize the mentality and dynamics of thought in the implementation of broad government and improvement to realize good governance.

The consequences of this investigation were upheld by an assessment communicated by Moheriono that school and preparation were a fundamental part of the faculty's strategy to create representation only as a training method that led to the expansion of boundaries or exceptional capacities, simply as a reinforcement perspective (Amaluis, 2014).

This result also supports Amaluis's research, entitled Investigation of Adequacy of PIM III Preparation and School System on The Ability of Echelon III Authority in Agam Regime Government (Amaluis, 2014). As demonstrated by Sampurno, Capabilities relate to assets, methodologies, and excellence. The quality and limitations of authoritative assets will determine the capacity of the association (Sampurno, 2011). The supporting element to hierarchical capabilities is unauthentic and theoretical assets and human resources.

5.3 Effect of Work Environment Management on Performance (Direct Influence)

Based on the results of statistical tests for occupational environment management variables, better work environment management will improve performance. The results also showed respondents' responses on work environment management to an account that showed a high/good average response. However, there are still those who showed a hesitant reaction and disagreed with the understanding currently felt towards managing the work environment. Based on the results of interviews and observations with ASN encountered, for the management of the work environment in The Binamu District, Jeneponto Regency felt less suitable to be concerned with performance.

A workplace is a condition identified by attributes in which they pursue the behavior and perspective provided by an identified representative by implementing mental changes due to known things about their work or under certain conditions that require more consideration from the association. It can provide work fatigue, continuously tedious and hot work.

The side effects of this study depend on the assessment communicated by Darvis in Ragil Permanasari (2013), which states that the workplace in society has significant significance for the people who work in it because this climate will directly or indirectly affect people's lives. People in it. A suitable workplace can support the implementation with the aim that representatives have the desire to work and improve workers' performance. This result also supports Ragil Permanasari's research entitled The Influence of Inspiration and Work Environment on PT Presentation. Augrah Raharjo Semarang.

According to Mathis, the factors influencing the implementation of workers are the capacity of representatives to do the work, the level of energy expended, and the authoritative assistance they get. Regarding any administrative work, human assets that become stewardship must be created, assessed, and adjusted to add to the showpiece of associations and people in the work environment. Variables that affect representation in the workplace mainly carry out work, exertion, and authoritative assistance.

The execution of representatives will exceed the limits of either the decrease factor or the incurability. For example, some representatives can handle their work and work hard, but associations provide outdated hardware. A person carries out the problem of execution in the creation and task carried out by his representative. The performance combines quality results and works attention. There are three reasons identified with target settings that affect execution, in particular: Determine the effect of coordination effects, especially centralizing specific exercises over others; As a result of the goals that have been achieved, individuals must be careful to direct energy relative to the problem of such purposes; Troublesome goals produce more firmness than soft targets.

5.4 Test Results Effect of Training Effectiveness on Performance (Direct Influence)

Based on the results of statistical tests for the variable Training Effectiveness concluded that the effectiveness of training partially, if the point of the exercise is getting better, it will improve performance. The results also showed respondents' responses about the effectiveness of training to an account that showed a high average reaction of respondents/good. However, there is still a hesitant response and disagreed with the performance felt to the Effectiveness of Training. Based on the results of interviews and observations with ASN encountered said that for the Effectiveness of Training in Binamu District, Jeneponto Regency had not felt the benefits, so that it is concerned with performance

The results of this study are supported by the opinion presented by Meitaningrum that teaching, and preparation is a tool to change tasks and jobs with the capacity, ability and capacity, and talents of workers. Authoritative arrangements generally propose that each representative be allowed to create training and character enhancement, to build information and capabilities that enhance their presentation (Meitaningrum et al. 2013).

The results also support Lia Darmawati's research entitled The Impact of Administrative Preparing Adequacy on Worker Execution at Pt Kai: Studies at Pusdiklat Ir. H. Djuanda. As indicated by Mathis, the factors affecting the implementation of workers are the capacity of representatives to perform the work, the level of energy expended, and the authoritative assistance they obtain. For every administrative work, human asset, board exercises must be created, assessed, and tailored to the objective to add to the presentation of associations and people in the work environment. Variables that affect representation in the workplace carry out work, exertion, and authoritative assistance.

The execution of representatives will exceed the limits of either the decrease factor or the incurability. For example, some representatives can handle their work and work hard, but associations provide outdated equipment. A person carries out the issue of execution in resolving, and the obligation becomes a representative dependent. The performance combines quality results and works attention. There are three reasons identified with target settings that affect the presentation of focused effects. Being a specific concentration of certain exercises in a certain way; Because the goal has been achieved, people are careful about the problem of that goal; Troublesome dreams produce more determination than soft targets.

5.5 Test Results Effect Capability on Performance (Direct Influence)

Based on statistical tests for capability variables, partial capabilities will improve performance if the qualifications are getting better. The results also showed respondents' responses about the power to the understanding that showed a high average reaction of respondents/good. However, there is still a hesitant response and disagreed with the performance currently felt to the work capacity. Based on the results of interviews and observations with ASN encountered said that for the capabilities in the Binamu District, Jeneponto Regency is still low, so that it is concerned with performance.

The results of this study are supported by the opinion put forward by Menon in the form of Berlina and Ari Arsanti that work capability the high individual ability can have an impact on high performance. Therefore, a strategy to improve capabilities that can support implementation is reasonably needed. The results are also supported by research by Andriyatmoko. with the title of research on the Influence of Self Capacity and Work Environment on Performance Mediated by Work Stress on Employees of The Transportation Office of Purworejo Regency

5.6 Effect of Work Environment Management on Performance and Work Capacity (Indirect Influence)

Based on the results of statistical tests for occupational environment management variables, it is concluded that if the management of the work environment is getting better, it will improve performance through work capacity. The results also showed respondents' responses about work environment management to account through capabilities that showed a high/good average response of respondents. However, there are still those who showed doubtful responses and disagreed on performance through powers currently felt towards work environment management. Based on the results of interviews and observations with ASN encountered, for the management of the work environment in The Binamu District, Jeneponto Regency perceived discomfort with the performance and work capacity.

The results of this study are supported by the opinion presented by Sutermeister, mentioning that in addition to the work environment, workability has an essential role in getting the job done. Work capability is part of the development function in the operational process of Human Resource Management.

5.7 Effect of Training Effectiveness on Performance and Work Capacity (Indirect Influence)

Based on the results of statistical tests for the effectiveness variables of training, the effectiveness of exercise has a positive and significant influence on performance through capability. It shows that if the effectiveness of training is getting better, it will improve performance through work capacity. The results also showed respondents' responses about the effectiveness of training to account through capabilities that showed a high average reaction of respondents / well. However, there are still those who showed a hesitant response and disagreed with the performance through the capabilities currently felt to train training. Based on the interviews and observations with ASN encountered, for the effectiveness of training in Binamu District, Jenepono Regency is less good. It is concerned with performance and work capacity.

The results of this study are supported by the opinion put forward by Danang Sunyoto, mentioning to have good workability, and ASN employees must be trained through education and training (training). The results are also supported by Israpil Apil research. with the title of research on the Effectiveness of Training Implementation of Madrasah Teachers in The Center of Religious Training Ambon City Maluku Province (Apil, 2018).

6. Conclusion

Based on this study's results, the working environment conditions, and training activities implemented effectively for the work process of the state civil apparatus in The Binamu District, Jenepono Regency, will impact improving work capabilities and performance both directly and indirectly.

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