

ANALYSIS OF IMPROVING THE PERFORMANCE OF BOYOLALI DPRD MEMBERS DURING THE 2021 PANDEMIC

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Abstract : *The purpose of this study is to determine whether there is a significant influence between the variables of flexibility, IT utilization, motivation, and work discipline on employee performance. In addition, it is also to find out whether there is a significant simultaneous influence and which variables are the most dominant in influencing employee performance in members of the Sukoharjo Regency DPRD. The method used is a quantitative descriptive method. The population in this study was 44 members and the entire population was sampled in this study, where the sampling technique used quota sampling. The data used are primary data and secondary data with data collection techniques: observation, documentation, questionnaires and literature studies. The data analysis technique in this study used multiple linear tests. The results of the study can be concluded that:: 1) There is an influence of flexibility, the use of IT, motivation, and work discipline have a simultaneous effect on performance in members of the Boyolali Regency DPRD, 2) There is an influence of flexibility on performance on members of the Boyolali Regency DPRD, 3) There is an influence of IT utilization on performance in members of the Boyolali Regency DPRD, 4) There is an influence of motivation on performance in members of the Boyolali Regency DPRD, 5) There is an influence of work discipline on performance on members of the Boyolali Regency DPRD*

Keywords : *employee performance, flexibility, IT utilization, motivation, work discipline*

1. INTRODUCTIONS

The era of rapid globalization requires a company or organization to form a strategy to organize so that the company or organization continues to run well. The strategy is formed according to the time period during which it may change at any time, according to the situation and conditions of the times. As is the case now, during the COVID-19 pandemic, companies or organizations are required to create new rules where organizations are required to minimize workspaces to prevent crowds of employees in the workplace. Health protocols as a reference or rule that must be obeyed by all levels of society and also companies or organizations during the Covid-19 pandemic.

Covid-19 emerged as a phenomenon that affected the performance of members of the regional people's representative council including changes in work regulations, social restrictions, and work from home (WFH) rules. Previously, the average person who worked always went to the office to get work done or provide services, but now it has changed to be more flexible. Performance improvement is not an easy thing to do. The helm of an organization or company is

generally bumped into many obstacles in an effort to improve employee performance which requires a special approach in order to increase work productivity, especially from the company's employees themselves. In other words, employee performance is closely related to human resources (Aspiyah and Matono, 2016).

Employee performance becomes a measure until an employee is able to complete his work in accordance with the quality and quantity set by the company. The performance of an employee can be measured from the total output produced by an employee in carrying out his work, (Assagaf & Dotulong, 2015) in his research stated that employee performance is influenced by motivation and work bean simultaneously and significantly. An employee is said to be productive if the employee is able to produce products in accordance with the targets that have been set in the company.

Work flexibility is a concept of changing work patterns that make it possible for employees to be able to choose work time. These arrangements include Flexibility of scheduling working hours (Flexy Time), Flexibility of the number of working hours (Shifting, Job Sharing), and Flexibility of the workplace (WFH) (Fadihila & Wicaksana, 2020). Work flexibility is also predicted to be a solution in the future to increase job satisfaction, agency commitment, work-life balance and encourage employees to provide the best performance. Employees who are given the flexibility to work are expected to continue to achieve optimal output, without paying attention to the process of achieving it (Wirasto, 2019). In his research (Wirasto, 2019) revealed that work flexibility has a positive and significant effect on employee performance.

Information Technology (IT) has developed rapidly at this time. The use of Information Technology (IT) to support the various needs and developments of organizations, individuals and companies will certainly bring something positive (Rinaldi & Mus, 2020). The use of information technology in an organization helps employees in completing each of their responsibilities, this is because work can be done systematically and can be corrected quickly if something goes wrong. But please note that IT can make us more meaningful people by utilizing it for positive things. The benefits of Information Technology (IT) for positive things will certainly get a lot of support from various circles (Suriyanti, 2020). Information technology also supports the results of employee work can be faster, more accurate, and easy to understand so that employee performance can continue to improve.

Information technology that supports employee work results needs to be aligned with motivation that can facilitate the creation of performance. Work motivation can provide impulses that create a person's work desire so that they are willing to work together, work effectively and integrated with all their strengths and efforts to achieve job satisfaction (Permanasari, 2013). Providing motivation is very important in every company, with motivation is something that causes, channels, and supports human behavior in order to work hard to achieve maximum results (Sukowati, Afrizal, & Wargianto, 2018).

Employees who have high work motivation will be able to encourage themselves to work harder and are always inspired and passionate in doing their work. Motivation can also move and guide employees in achieving goals, helping in taking initiatives and acting effectively so that they can achieve the goals that have been set (Ekhsan, 2019).

Work discipline is one of the factors that plays an important role in achieving goals and improving employee performance. Given the importance of the role of work discipline for

employees, it is hoped that employees must always strive to maintain and improve work discipline (Prayogi, Lesmana, & Siregar, 2019). To get the results of work can be achieved optimally, employees must have good performance. Good performance, the results obtained are also good. Optimal employee performance will have a great influence on the success of the process of carrying out work. (Lasmaya, 2016) in his research states that with the application of high discipline the company can obtain high profits, because with high discipline an employee is able to increase work effectiveness.

The 45-member Boyolali District House of Representatives as a unicameral legislature partnered with the Boyolali District Government. The DPRD has the task of forming regional regulations with the Governor, discussing and approving the draft regional regulations regarding the REGIONAL BUDGET submitted by the Governor, proposing the appointment and/or dismissal of the Governor and/or Deputy Governor to the President through the Minister of Home Affairs to obtain approval of the appointment and/or dismissal, and so on.

2. RESEARCH METHODS

This research belongs to the descriptive type of research. This study was used to see the effect of flexibility, IT utilization, motivation, and work discipline on the performance of boyolali regency dprd members by collecting data using observation, documentation, interviews, questionnaires, and literature studies.

The population in this study was members of the Boyolali Regency DPRD which amounted to 44 members. The samples taken in this study were as many as 44 members of the Boyolali Regency DPRD. The sampling technique in this study used saturated sampling (census). All data obtained is then processed using multiple linear regression analysis tools with the help of SPSS 25 software.

3. RESULT AND DISCUSION

Tabel 1 Result Regresi Linier Berganda

Variable	Coefisien	t-score	Sign.	Simpulan
Konstanta	1,806			
Flexibility	0,660	8,405	0,001	Influential Significant
Information Technology	0,378	1,763	0,000	Influential Significant
Motivation	0,196	1,848	0,004	Influential Significant
Work Discipline	0,235	2,601	0,002	Influential Significant
F-hitung = 0,00 Adjusted R Square = 0,847				
*Signifikan pada $\alpha = 5\%$				

So that the regression equation is obtained as follows:

$$Y = 1,806 + 0,660 X_1 + 0,378 X_2 + -0,196 X_3 + 0,235 X_4$$

DISCUSSION

1. The effect of flexibility on the performance of dprd members of Boyoali District

The results of the SPSS calculation were obtained $t_{\text{count}} > t_{\text{table}}$ ($8.405 > 2.024$) and sig. 0.001 less than 0.05 means H_0 was rejected and accepted H_a , meaning that flexibility had a significant effect on the performance of members of the Boyolali District Legislature.

This research supports the results carried out by (Fadilhila & Wicaksana, 2020) which states that flexibility has a significant influence on employee performance. The development of the current pandemic has encouraged government agencies to impose several changes in work patterns, especially in the DPRD, and this shows that the performance of members has increased amid efforts to contain COVID-19.

Work flexibility is a concept of changing work patterns that make it possible for employees to be able to choose work time. These arrangements include Flexibility of scheduling working hours (Flexy Time), Flexibility of the number of working hours (Shifting, Job Sharing), and Flexibility of the workplace (Wirasto, 2019). Work flexibility is also predicted to be a solution in the future to increase job satisfaction, agency commitment, work-life balance and encourage employees to provide the best performance. Employees who are given the flexibility to work are expected to continue to achieve optimal output, without paying attention to the process of achieving it.

2. The effect of IT on the performance of members of the DPRD of Boyolali Regency

The results of the SPSS calculation were obtained $t_{\text{count}} > t_{\text{table}}$ ($1.763 > 2.024$) and sig. of 0.000 less than 0.05 means H_0 was rejected and accepted H_a , meaning that IT had a significant effect on the performance of members of the Boyolali District Parliament.

This research is in line with that conducted by Rinaldi & Mus (2020), Nurgawati (2020), who in his research concluded that information technology has a positive and significant effect on employee performance. Information technology in an era like this is needed to accelerate and make it easier for organizations to achieve their vision and mission, in this case employees are greatly helped by the existence of information technology so that they can improve and maintain their performance

The results of this study show that the benefits of IT have a significant influence on the performance of DPRD members. This shows that IT benefits are able to improve the performance of members of the DPRD of Bolyolali Regency, IT utilization such as working faster, performance becoming better, increasing productivity, work being more effective, making work easier, and useful, if IT utilization is carried out properly and appropriately, it will support optimal member performance.

3. The influence of motivation on the performance of members of the DPRD of Boyolali District

The results of the SPSS calculation were obtained $t_{\text{count}} > t_{\text{table}}$ ($1.848 > 2.024$) and sig. of 0.024 less than 0.05 means H_0 is rejected and accepts H_a , meaning that motivation has a significant effect on the performance of members of the Dprd kab.Boyolali.

This research supports the results carried out by Utami (2019) and Dapu (2015), the motivation possessed by employees tends to maintain a sense of comfort in order to continue to

make efforts to improve and compete to achieve certain achievements, because employees feel that what is done is in accordance with their wishes.

Motivation is the motives that become active or the functioning does not need to be stimulated from the outside, because in each individual there is already an impulse to do something. Thus there is no burden on the teacher to behave unnaturally or unintentionally. The motivation of members of the House of Representatives in working can also be indicated by their participation in making decisions. Real participation can be seen from the inputs that members provide at the time of submission of the work plan. Participation can also be seen from the high participation of members to absorb the aspirations of the community and implement policies in accordance with the rules. This is driven by the motivation of DPRD members who want to help the community as much as possible in order to achieve real work results.

4. The effect of work disiplin on the performance of members of the DPRD of Boyolali District

The results of the SPSS calculation were obtained $t_{count} > t_{table}$ ($2.601 > 2.024$) and sig. of 0.000 less than 0.05, means H_0 is rejected and accepts H_a , meaning that work discipline has a significant effect on the performance of members of the Dprd kab.Boyolali

This research is in line with what Justian, & Wahyuni (2020) Discipline shows a condition or attitude of respect that exists in employees towards rules and regulations. A good form of discipline will be reflected in several aspects, namely, the high sense of employee concern for the achievement of company goals, the high enthusiasm and passion of work and the initiative of employees in doing work, the magnitude of the sense of responsibility of employees to carry out their duties as well as possible, the development of a high sense of belonging and solidarity among employees, increasing efficiency and work productivity of employees.

The increase in the work discipline of members of the DPRD of Boyolali Regency is influenced by the support of infrastructure provided by the government that supports the performance of members better. Awareness of regulations is also a major factor in implementing work discipline. Members of the DPRD are aware that work discipline is an attitude that must be possessed as a representative of the community and must be the main characteristic that every member must have.

4. CONCLUSION

From the results of the discussion on the analysis of flexibility, IT, motivation, and work discipline on the performance of members of the Boyolali Regency DPRD, several conclusions can be drawn as follows:

1. the results of the t test show that: Flexibility, Information Technology, Motivation and Work discipline have a positive and significant effect on member performance. member performance.
2. The Adjusted R Square (R^2) value is 0.847. This means that the determination or contribution of variables of flexibility, IT, motivation, and work discipline to the performance of members of the DPRD of Boyolali Regency is 84.7%.

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