



Managerial ability of the management influence on employee performance of the republic of Indonesia employee cooperative (KPRI) Pengayoman City Makassar

Romansyah Sahabuddin¹, Dedy Ibrahim Rauf², Raissa Muhayminah Arimansah Putri³,
Lutfillah Nursadrina.S⁴, Lutfin Mufida⁵, A. Dara Nurfadilah⁶, Ahmad Rifani⁷

^{1,3,4,5,6,7}Management Study Program, Universitas Negeri Makassar, Makassar, Indonesia

²Department of Manajemen, Universitas Negeri Makassar, Makassar, Indonesia

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ABSTRACT

The mission of this research was to determine the ability of management in influencing employee performance at the Republic of Indonesia Employee Cooperative (KPRI) Pengayoman Makassar City. This research variable has an independent variable, namely the management ability of the board (X1) and the dependent variable, namely employee performance (Y). This study method uses descriptive analysis with a quantitative approach and descriptive research includes data collection to test hypotheses and use statistical tests. Based on the results of the study, a simple linear regression equation = $9.949 + 0.889(X)$ was obtained. The results of the simultaneous test state that the simultaneous count is = 83.278 and significant = $0.000 < 0.05$, which means that the hypothesis: "There is a significant influence of management ability management on employee performance at the Indonesian Republic Employee Cooperative (KPRI) Pengayoman Makassar City" is accepted. Meanwhile, from hypothesis testing in the t test (Pasrial test), the t count of the management ability variable is 9.126 and if the probability is less than 0.05, the hypothesis tested is partially accepted. The coefficient of determination (adjusted R²) is 0.410. This means that 41% of employee performance at the Indonesian Republic Employees Cooperative (KPRI) Pengayoman Makassar City is influenced by management capabilities and the remaining 59% is influenced by other variables outside those examined in the study.

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Corresponding Author:

Romansah Sahabuddin,
Management Study Program,
Universitas Negeri Makassar,
Jl. A.P. Pettarani, Tidung Kec. Rappocini, Kota Makassar, Sulawesi Selatan 90222, Indonesia.
Email: romansyah@unm.ac.id

1. INTRODUCTION

In this study, the capacity of management to employee performance at KPRI Makassar City was studied. If management is good, then employee performance is also good. Employee performance is one of a number of factors that influence management capabilities. Management capability is the skill of organizing, directing and supervising resources to achieve organizational goals. This includes the ability to make decisions, communicate effectively, lead teams, and solve problems. So basically, if the cooperative wants to increase maximum operating efficiency, which in this case corresponds to the mission set, then the cooperative management must appreciate the employees for what they have done so that employees are willing to contribute their energy and thoughts to work.

The problem of improving employee performance is not something that can be said to be easy because each individual has a different desire to get the job done. A number of factors impact

employee performance, such as high motivation, skills or competencies, assessment or feedback, work environment, and effective communication. Improved employee performance in a company or organization can be influenced by several factors such as effective leadership, clear policies and procedures, positive corporate culture, fairness and acceptance and respect, etc. If companies and organizations can understand management capacity issues and countermeasures, companies can optimize employee performance in accordance with the mission as formulated.

This research focuses on KPRI Pengayoman Kota Makassar, which is a corporation that operates or is engaged in operations. KPRI Pengayoman is currently chaired by Musiyanto Jimmy. This cooperative is in the process of improving the performance of its employees. Improving employee performance can be done by first paying attention to their managerial abilities. Managerial ability is the ability to utilize the skills, knowledge and expertise that a person has to direct, manage and coordinate certain human resources. Managers must have several elements, namely clear and effective communication skills, strategic and operational planning skills, and leadership skills that can motivate and inspire their employees and the ability to develop Team Members.

Improving employee performance in an organization is one of the factors of good management. The number of employees of the Republic of Indonesia Employee Cooperative (KPRI) Pengayoman Kota Makassar has increased thanks to the manager's ability to make employees feel appreciated for what they do. And these employees always get motivation and inspiration to improve their work performance to achieve the goals that have been set.

Performance is an activity carried out by individuals in carrying out their functions and responsibilities to achieve organizational or company goals and targets. Performance appraisal in this case is actually a process or procedure in evaluating performance, planning for reform, and communicating the results of related processes to the employee. Performance appraisal is the method most often used to evaluate and reward performance. Performance appraisals are conducted with the aim that employees know what is expected from their superiors to build a good understanding between them. Employee performance refers to the extent to which individuals meet or exceed expectations, tasks, and in this case are able to have accountability to them in the work environment. Employee performance can be measured based on a variety of factors, including productivity, quality of work, timeliness, initiative, and ability to adapt to change.

Employee performance can also be viewed from the perspective of skill development, team collaboration, and contribution to organizational goals and vision. Evaluating employee performance is often an important part of human resource management to ensure that team members meet or exceed established standards. The results of work as accomplished by individuals in carrying out their responsibilities are often considered the definition of performance. When setting goals, managers should define appraisals as a form of attention to employee performance, because at the same time, employees need such appraisals as appreciation or feedback.

2. RESEARCH METHOD

A sample of 122 employees out of 236 from KPRI Pengayoman Makassar City was used for this study. Using the questionnaire method technique, which involves submitting a series of written questions to respondents, this research sample can be determined.

The independent variable of this study is Managerial Ability (X), which includes free indicators for the following competencies: managing and utilizing resources, establishing and maintaining relationships with members, coordinating members, and realizing work plans. In this research, what acts as the dependent variable is: Employee Performance (Y), which affects it during work both physically and non-physically, is the result of work that has been achieved by employees of KPRI Pengayoman Kota Makassar while carrying out their obligations. Work quality, punctuality, and devotion are indicators of employee performance.

Internal data in this case is a primary source in this study. Internal data sources aim to obtain information from the agency where the research is conducted. Employees of the Pengayoman Republik Indonesia Cooperative in Makassar City are the source of internal data in this study. Internal data can also be in the form of answers to questionnaire results.

The process of collecting data for a study is known as the data collection method. The questionnaire method in this case is utilized for data collection in this study. This method is

implemented in order to provide various questions to respondents, who then respond to the questions asked. In this study, the questionnaire technique was chosen to collect appropriate data directly from the subjects to be questioned.

3. RESULTS AND DISCUSSIONS

The validity test results for the variable Management capacity (X) of 20 (twenty) question items whose R value is > 0.1484 R Table so that 20 (twenty) question items for the Management Capacity variable are valid. The correlation coefficient value of the validity test results for the employee performance variable (Y) of 20 (twenty) questions whose R value is > 0.1484 so that 20 (twenty) questions for employee performance are valid.

The reliability test process using all variables is declared reliable because in this case the "Cronbach Alpha" test > 0.05 . The Cronbach's alpha value for the Management Capacity variable is 0.754, and the employee performance variable is 0.897.

Simple linear analysis between the Managerial Capacity variable (X) and the Employee Performance variable (Y), namely :

Tabel 1. Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.949	5.626		1.768	.087
	Managerial Skills	.889	.097	.640	9.126	.000

a. Dependent Variable: Employee performance

Analysis of simple linear regression results, then: $Y = 9.949 + 0.889 (X)$

The constant value of 9.949 shows the positive impact of the independent variable (management capacity). When the independent variable increases or has an impact, it increases the Employee Performance variable by 9.949 or filled. The coefficient of variation will increase by 0.889 or 89%. Then the coefficient will be positive, which in this case means that the correlation between management capacity (X) and employee performance (Y) is positive.

Partial test has a mission to finally know the effect of management ability (X) partially on employee performance (Y) at KPRI Pengayoman Makassar City.

Table 2. Hypothesis Test Results

Variable	T Count	Sign	T table
Managerial skills	9,126	0,000	1,979

The impact of employee performance on the influence of management capacity. From the partial test results for the Management Capacity variable, the calculated T value is greater than the T table so that it must be accepted with the obtained $T = 9.126$ significance value of 0.000 with a "probability" > 0.05 . This shows that the statement that suggests there is an influence of the variable Management capacity on employee performance is partially accepted.

The coefficient of determination analysis has a modeling capability in explaining "variations in the dependent variable" essentially measured by the coefficient of determination (R^2).

Table 3. Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.640 ^a	.410	.405	7.88708

a. Predictors: (Constant), Work Discipline , Work Motivation

The coefficient of determination (R Square), as determined by calculations performed with the SPSS program, is 0.410. This shows that various other factors not calculated in this research accounted for 59% of the remaining 41% of management's impact on employee performance.

The findings of this study show that the independent variables have an impact on the dependent variable as a result of statistical calculations. Based on the research findings, it is evident that the two hypotheses proposed statistically support the previous hypothesis, so it can be said that:

$$Y = 9.949 + 0.889 (X)$$

The coefficient value of management capability is 0.889 based on the findings of simple linear regression analysis, and it can be calculated that management capability has a favorable impact on employee performance. As a result, it is believed that managerial capability has a favorable influence on employee performance (H1). The significant value for management capability is 0.000 based on the findings of the t-test, indicating that management capability significantly affects employee performance.

The result of the calculation of the coefficient of determination or R square analysis is 0.410. This shows that employee performance is influenced by "unusual" analysis. This means that employee performance is 41% influenced by management capabilities, while the remaining 59% is determined by various other factors which in this case are not taken into account.

Based on the data above, it can be seen that the value of $F_{count} > F_{table}$, namely F_{count} 3.92 and Sig value. 0.000 < 0.05, so that it can be concluded that managerial ability has an overall significant effect on employee performance.

4. CONCLUSION

The conclusion from the results of research and discussion in this study regarding how managerial ability affects employee performance at KPRI Pengayoman Makassar city is that employee performance at the Indonesian Republic Employee Cooperative (KPRI) Pengayoman Makassar City is positively influenced by management quality. That way, a conclusion can be drawn that managerial ability affects employee performance positively and significantly, with the result that the greater the managerial ability of a worker, the higher his performance towards the cooperative. Suggestions from the author for this research, namely the Management of KPRI Pengayoman Makassar City can improve the managerial ability of the management in operating the cooperative. To encourage members to participate in the development of KPRI Pengayoman Kota Makassar, the management as a cooperative manager must be able to do so. This is done to improve the managerial ability of the management which ultimately increases the level of service provided to members of KPRI Pengayoman Kota Makassar in the future.

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