

Improvement of Work Capacity with Welfare of Apparatus and Work Facilities and Their Impact on Performance

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Abstract

This study's intended objective is to evaluate the effect of the work capability on the welfare of the apparatus and work facilities and its impact on the efficiency of the Mamuju police force in the province of West Sulawesi. This study uses a causal research design that illustrates a causal or causal association in the variables examined and used a quantitative approach. In this report, all the Mamuju Police staff, the West Sulawesi Province, were as many as 95. The sampling technique was a non-probability sampling process of systematic sampling, which implies that the samples were taken according to the order of the counted population members. Data collection was carried out by observation, distribution of questionnaires, interviews, and documentation. This review analyses and processes data with multiple linear regression using SPSS ver. 25. All the hypotheses suggested in this study are acceptable. The variables of the level of welfare and work facilities are critical variables that can influence staff's workability to enhance their performance. The story of welfare is necessary to inspire workers to function more efficiently; the more affluent the team, the more likely they are to increase their efficiency. Work facilities indicate that the types of facilities given by the company have facilitated an improvement in officers' efficiency, that the needs of the apparatus provide an appropriate standard of facilities, not just to facilitate their work, but also to promote satisfaction and ease of work.

Keywords: apparatus welfare, work facilities, work capacity, performance

1. Introduction

The challenges of globalization today have implications for changes in various organizational life structures, both organizations and corporate organizations. Government organizations are required to be able to realize Good Governance or mandate governance in meeting the needs of optimal public services in the fields of government, development and society. Meanwhile, corporate organizations or the private sector must have fierce business competition, so that it is not only trying to obtain a large profit or profit, but also must be able to increase the ability of the organization to continue to develop in the ever-increasing competition.

Changes that occur in the external and internal environment which are closely related to the development and enhancement of organizational capabilities cannot be separated from the importance of human resources in their position as planner, implementer and controller of the overall activities of an organization. The dynamics of these

changes cross the boundaries of space between nations and countries in the world without exception including the state of Indonesia, where the demands for change have given birth to the Reformation Era in the system of government administration, namely the implementation of Regional Autonomy that is broad, real and responsible where the position of Regional Government is at the forefront of implementation. Government duties, especially in providing services to the community. As a consequence of these changes, it is necessary to rearrange various elements in the government administration system, because basically the aim of implementing regional autonomy is to improve the welfare of the community.

Empowerment of the bureaucracy here is more focused on empowering government apparatus, where Civil Servants who are positioned as planners, implementers, supervisors and controllers of development implementation are required to have optimal managerial abilities. In addition, Civil Servants must have the behavior, skills and intellectual level that can be used as role models and role models, especially in carrying out their functions as government officials, including: service function, regulation function, development function, function empowerment (empowering), and the protection function (protection). Civil servants as part of the apparatus' resources need to be developed, encouraged and grown with initiative and creativity to be able to show discipline, performance and optimal work productivity in carrying out public service tasks in the fields of development, government and society. Whether or not the potential for initiative, creativity can contribute to discipline, performance and productivity of civil servants individually or institutionally is developing or not, cannot be separated from the influence of various internal factors from the relevant civil servants and external factors where the relevant civil servants work. Internal factors include: education, expertise, motivation, income, health: while external factors include: payroll system, recruitment patterns, work distribution patterns, work environment, leadership, work facilities, and others. The execution of a mission and responsibility shall become an obligation of an entity's staff/members, whether in governmental or non-governmental organizations. There is a common aim in executing these duties and responsibilities, namely to seek the best and the most appropriate outcomes according to what has been previously decided. In the age of globalization, human resources dynamics face complex problems and growing rivalry in different aspects of community life, such as the police, requiring that officials be of acceptable quality and skilled in their fields (Widiaswari, 2011). Work capability indicates the ability of people to perform tasks/jobs. The police apparatus's capacity to carry out its duties is a manifestation of its knowledge and competence. Work services offered by government departments, such as facilities and utilities, are designed to promote work. Adequate work facilities and safe environments for use and well managed would allow the company to work smoothly. The provision of full work facilities is also considered one of the driving forces for work (Moekijat, 2012).

Also, health is critical for a police officer because it represents a measure of the importance of the work performed. The welfare program is also vital to the organization because it means the efforts of the organization. Welfare is essential as an individual for the police apparatus since it represents the importance of work (Wahyuningsih et al., 2019). The organization's effectiveness is heavily affected by the police apparatus's performance, and each organization will undoubtedly strive to enhance the instrument's performance to achieve the highest organizational objectives. Mathis Robert, Jackson John (2002) notes that success is a product obtained because they are inspired by work and pleased with the work they do. There are many ways organizations can increase police officers' efficiency, such as through education, training, wage provision, compensation, and work facilities that need to be considered within the organization. This study aims to show how the health of the apparatus and the work facilities affects functional ability, which then affects the Mamuju Police device's efficiency in the West Sulawesi Province.

2. Literature Review

Regional economic development is a process by which local governments and their communities manage existing resources and form a partnership between them. Local government with the private sector to create new jobs and stimulate the development of economic activity (economic growth) in the region. The main problem in regional development lies in the emphasis on development policies based on the uniqueness of the region concerned (endogenous development) with use the potential of human, institutional and physical resources locally (regionally). This orientation directs us to taking initiatives originating from the region in the development process to create new job opportunities and stimulate increased economic activity. Regional economic development is a process. namely a process that includes the formation of new institutions, development of alternative industries, improvement of the capacity of the existing workforce to produce better products and services, identification of new markets, transfer of knowledge, and development of new companies. Each regional economic development effort has the main objective of increasing the number and types of job opportunities for local communities. In an effort to achieve these goals,

local governments and their communities must jointly take regional development initiatives. Therefore, local governments and their community participation and by using existing resources must be able to assess the potential resources needed to design and develop the regional economy (Arsyad, 1999: 298). Workers are people who have jobs, including people who have jobs and (scattered in the census or in the survey) are currently working, as well as people who have jobs but are temporarily not working. Having a job but not working is a condition of someone who has a job but during the past week did not work due to various reasons such as illness, leave, waiting for harvest, strikes and so on, including those who have been accepted to work but during the past week have not started working. Example: 1) Government/private employees who are absent from work due to leave, sickness, strikes, absenteeism of company machinery / equipment are damaged and so on, 2) Farmers who are working on agricultural land and are not working due to reasons of illness or waiting for their next job (waiting for the harvest or waiting for the rain to work on the fields), 3) People who work at their own expense or risk in an area of expertise, who are not working because of illness, waiting for orders and so on.

Today the concept of performance-based program and activity management has become a trend in the world of government organizations. The formulation of a performance-based budget planning provides an overview of a plan that not only includes input support such as the amount of costs, energy and facilities of an activity, but in the planning document of an activity it must be clear that there are indicators of achievement, namely output, outcome, benefit and impact. In government management, the implementation of the planning will in turn be evaluated on the level of success as reflected in the year-end report called the Government Agency Performance Report (LAKIP) at the end of each year. Because Civil Servants as subjects in the planning, implementation and supervision of every activity in the respective government agencies concerned, the performance achievements of the agencies are certainly inseparable from the performance achievements of civil servants both individually and collectively. What is meant by performance, is an achievement resulting from a process or way of acting in a task. Performance places a process with respect to human resource activities, for example, Civil Servants in carrying out work assigned to produce goods or services as seen in indicators of output, outcome, benefit and impact, which are based on the standards used by the organization in achieving its goals.

3. Research Method

This study uses a causality research design that shows a cause-and-effect relationship between the variables studied and uses a quantitative approach. This study's population were all personnel of the Mamuju Police, West Sulawesi Province, as many as 95. The sampling technique was non-probability sampling with systematic sampling, meaning that the selection was based on the order of the population members who had been given a number sequence. Data collection was carried out through observation, questionnaire distribution, interviews, and documentation. Analysis of the data in this study with multiple linear regression and processing using SPSS ver. 25.

4. Results

4.1 Data Analysis

Based on the multiple linear regression analysis results, the value for each test of the influence between the independent variable and the dependent variable can be seen in tables 1 and 2.

Table 1. t test of the effect of X1 and X2 on Y1

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.191	1.605		4.480	.000
	Apparatus Welfare X1)	.400	.069	.481	5.810	.000
	Work Facilities (X2)	.277	.067	.342	4.128	.000

Dependent Variable: Work Capacity (Y1)

The form of the regression equation can be written as follows:

$$Y1 = 0.481X1 + 0.342X2 + e1$$

The value of determination R Square (R²) obtained in structure 1 is 0.493 or 49.3%. This shows that 49.3% of the variation in the rise and fall of the Work Capacity variable (Y1) can be explained by the interpretation of the Apparatus Welfare (X1) and Work Facilities (X2) variables.

Table 2. t test for the effect of X1, X2 and Y1 on Y2

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.587	2.210		2.528	.013
	Apparatus Welfare (X1)	.319	.100	.338	3.183	.002
	Work Facilities (X2)	.280	.091	.303	3.071	.003
	Work Capacity (Y1)	.130	.130	.114	.999	.320

Dependent Variable: Apparatus Performance (Y2)

The value of determination or R Square (R²) is 0.397 or 39.7%. This shows that 39.7% of variations in the ups and downs of the Apparatus Performance variable (Y2) can be explained by variations in the variables of Apparatus Welfare (X1), Work Facilities (X2), and Work Capacity (Y1). Based on the results of the Structure II regression analysis shown in Table 2, a structure diagram can be made with the resulting equation as follows:

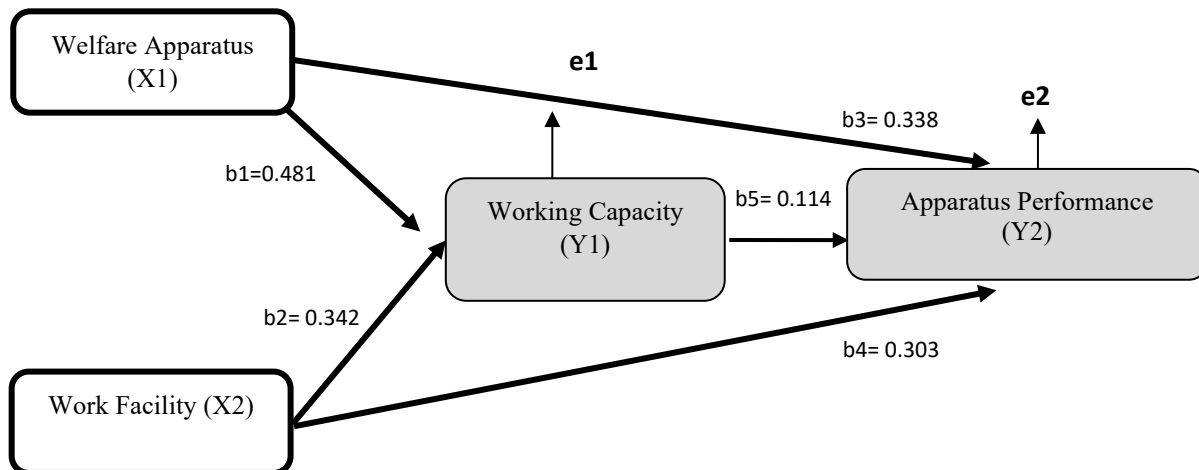


Figure 1. Synthesis results

4.2 Hypothesis Results

Table 3. Hypothesis test results

Hypothesis	Value	Sig	Conclusion
Apparatus Welfare has a positive and significant effect on the Work Capacity of the Mamuju Police Officers in West Sulawesi Province	0.481	.000	Positive and Significant
Work Facilities have a positive and significant effect on the Work Capacity of the Mamuju Police, West Sulawesi Province.	0.342	.000	Positive and Significant
Apparatus Welfare has a positive and significant effect on the Apparatus Performance of the Mamuju Police, West Sulawesi Province.	0.338	.002	Positive and Significant
Work Facilities have a positive and significant effect on the Performance of the Mamuju Police, West Sulawesi Province.	0.303	.003	Positive and Significant

Work Capacity has a positive and significant effect on the Performance of the Mamuju Police, West Sulawesi Province.	0.114	.320	Positive and Not Significant
Apparatus Welfare has a positive and significant effect on Work Capacity and its impact on Improving the Performance of the Mamuju Police Officers in West Sulawesi Province.	0.392	.000	Positive and Significant
Work Facilities have a positive and significant effect on Work Capacity and their impact on improving the Performance of the Mamuju Police, West Sulawesi Province	0.341	.000	Positive and Significant

Source: Processed data, 2020

Hypothesis testing shows that among the 7 hypotheses proposed, only hypothesis 5 has a different effect among the other 6 hypotheses.

5. Discussion

5.1 Impact of Apparatus Welfare on Work Capability in the Mamuju Police Force, West Sulawesi Province

The impact of the welfare variable on the working capacity of the apparatus is positive and essential, with a practical value of 0.481, which means that a change would increase the device's welfare in the working capacity. This study's results are reinforced by the research findings of Agus Budi Haryanto (2013) and TB. Irawan (2010) concluded that the degree of employee wellbeing has a positive and vital impact on increased work capability. Positive and meaningful outcomes provide benefits for officials' welfare since the level of interest is critical in raising the capacity of an individual to work and devote all of his/her abilities if there is a sense of satisfaction with the level of equality offered by the organization. The story of welfare is related to money in the physical form or compensation paid each month. The comfort of the company's level of service to these workers, as indicated in Panggabean (2011), employee welfare, is also known as benefits. Includes all forms of remuneration in the form of money that is not paid directly to workers.

5.2 Impact of Work Facilities on Work Capability in the Mamuju Police Department, West Sulawesi Province

The work facility variable's impact on workability is positive and vital with a practical value of 0.342, which means that an improvement in work capacity would increase work facilities. This study's results were enhanced by research (Vika Nafidatul Jannah, 2018) and (Minarti, Mattalatta & Baharuddin, 2017), which concluded that the facilities impacted on staff capability. The completeness of work facilities is very critical in improving one's capacity to work optimally. According to Moenir (2011), work facilities are used, used, and occupied by workers, both in environmental relations with work and for smooth work.

5.3 The effect of Equipment Welfare on the efficiency of Mamuju Police Officers in the West Sulawesi Province

The impact of the welfare variable on officers' performance is positive and meaningful, with a compelling value of 0.338, which means that an increase would improve officers' welfare in their account. This study's findings have been verified by research conducted by Endang M. Murtiningsih (2012); (Sriwidodo & Haryanto, 2010), which shows that the level of employee welfare has a positive and vital impact on improving efficiency. Employees or officers must be given continuous service in any organization as proof of the care they deserve, such as providing them with comfort at work. Performance in an organization is the response to the success or failure of the organizational objectives set. Work with optimum results is a critical element of a member's good performance, backed by Mangkunegara (2009) opinion that understanding is the product of the quality and quantity of work done by employees in carrying out their duties responsibilities.

5.4 The Impact of Work Facilities on the Performance of the Mamuju Police Force, West Sulawesi Province

The impact of the work facility variable on officers' performance is positive and essential, with a sufficient value of 0.303, which means that an increase will follow the rise in work facilities in the performance of the equipment. The findings of this study are supported by research conducted by Well Fitria Hayati (2014); (Wulandari, 2015); (Hannani, Muzakkir, & Ilyas, 2016); (Asri, Ansar, & Munir, 2019) and (A. K. S. Alam & Yusuf, 2013) which concluded that there was an impact between work facilities and improved efficiency. Comprehensive and appropriate work facilities are often seen as a driving force at work. The provision of adequate facilities in such a way that what the organization requires is accomplished both in terms of the quality and quantity of the work of its officers, as described by Mangkunegara (2009), is the product of the quality and quantity of work performed by a person in carrying out his duties following the responsibilities assigned.

5.5 The Impact of Work Capability on the Efficiency of the Mamuju Police in the Province of West Sulawesi

The effect of the variable working capacity on the apparatus's performance is positive and essential with a practical value of 0.114, which means that the rise would follow an increase in the working capacity in the apparatus's performance. The findings of this study are reinforced by Widiawati (2011), Setiyoningsih (2011), (S. Alam, Tamsah, & Ilyas, 2019; Kanto et al., 2020; Umanailo, 2020), (Rasyid, Ilyas, & Azis, 2018; I Gede Juanamasta et al., 2019; Novitasari et al., 2019), (Nursiah, Ilyas, & Mattalatta, 2019), which concluded that capacity has a positive and vital impact on performance improvement. Organizational achievement, since the level of the apparatus's functional ability, is essential in improving its efficiency. The story of competence of the device, both in terms of knowledge and skills, will commit all the resources to the utmost to achieve the desired objectives (Robbins, S & Timothy A.J., 2001).

5.6 The Effect of Apparatus Welfare on Work Capability and its Effects on the Performance of Police Officers in Mamju West Sulawesi Province

The influence of the welfare variable on the apparatus's functional ability and its impact on the efficiency of the device is positive and essential, with a practical value of 0.392. This optimistic and vital impact on officers' performance in the Mamuju Police in the West Sulawesi Province can be seen from the study of the indirect effect of officers' welfare on the performance of officers through work power. Working capacity demonstrates that achieving a good understanding of the apparatus depends on the level of ability and abilities they have and depends on the level of happiness they experience at work, which is shown by the more prosperous they are at work. The story of welfare is a significant predictor that can move a person to work better than average.

5.7 The Effect of Work Facilities on the Ability of Work and its Effects on the Performance of the Mamuju Police, West Sulawesi Province

The work facility variable's influence on the work capability and its effects on the equipment's output is positive and essential, with a compelling value of 0.341. This festive and vital impact on the performance of officers in Mamuju Police, West Sulawesi Province can be seen from the study of the indirect implications of work facilities on officers' performance through workability. The level of capability in the form of expertise and skills possessed by an officer is not a critical measure that can help the achievement of an officer's good performance; the level of work facilities offered by the organization in the form of physical and non-physical facilities is a right motivation for officials to enhance their performance.

6. Conclusion

The level of welfare is an important thing that can move a person to work better than average, even if the level of knowledge and skills possessed by the apparatus is excellent and following the qualifications. But suppose it is not matched with the level of welfare of the appliance. In that case, it won't be easy to achieve its efficiency level providing a good standard of interest motivated officials to maximize their results. The efficiency of officers at the Mamuju Police, West Sulawesi, is shown both in terms of organization and personnel. From the fulfilment of any need where, on the one hand, the organization offers welfare to its officers and, on the other hand, workers or apparatus make the full contribution to the organization by improvement: capacity and performance. Also, an appropriate level of facilities facilitates their work and enables their sense of satisfaction and ease of work. The managerial implication is that the level of capacity in the form of knowledge and skills possessed by an officer is not a critical measure that can help

achieve an officer's good performance. The well-being of the apparatus and the work facilities given is a good incentive for the device to enhance its performance.

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