

The Effect of Work Ethos, Organizational Support and Performance Assessment on Employee Work Achievement

(Study at the Office of Women's Empowerment, Child Protection, Population Control and Family Planning in Tabalong Regency)

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ABSTRACT

The population in this study amounted to 62 people consisting of 32 women and 30 men who were the sample as well as the population of this study. Therefore, the sampling technique used in this study is sampling census or saturated samples, where the number of samples is all population. The purpose of this writing is based on a hypothesis based partially and simultaneously. Permasalahan- permasalahan individu and together on the performance of employees. Research shows that there is an influence between work ethic, organizational support and individual performance appraisals As well as jointly on employee work performance, the results of the research on performance appraisal variables have the most dominant influence on work performance

Keywords: Work Ethos, Organizational Support, Performance Appraisal and Job Performance .

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I. PRELIMINARY

To achieve the goals of the organization, organizational support me m influenced the creation of a conducive working situation. By getting this support, the performance and morale of employees will be better motivated, can trust and help each other and there is a good relationship between employees in the work environment .

Performance Assessment is a study of a systematic evaluation of the working conditions of an employee who is formal do sehubu ngan with labor standards determined by the organization. There are several elements of performance appraisal, among others: (1). Performance evaluation must be measured and compared according to the objectives and standards set. (2). Compensation for Employees who have contributed more . (3). Analyze and identify the needs of employees development training and future. (4). goals and standards of the future In setting performance criteria, Mondy and Noe (2005) divides into several kriter I a usability assessment of performance, namely :

1. Resource Planning Human

A systematic process that links an organization's Human Resource needs with its strategic plan

2. Recruitment and selection

3. Recruitment is the process of searching, finding, and m enarik applicants to be employed in and by the company.

4. Training and development

Training and development is a process designed to increase knowledge, technical skills, and ability to improve employee performance.

5. Compensation Program

form of an award given to employees as a form of remuneration or contribution that they have given to the organization.

6. Internal Relations

Internal relations are relationships that take place within an organization itself.

7. Assessment Potential Energy Work

Performance appraisal to evaluate and reward employee performance and measure the extent to which the work of a person or group of people can be useful for achieving existing goals .

Meanwhile, according to Dessler "performance appraisal of employee performance evaluation is relative to the present or what has been done according to performance standards ".

On the basis of the background of the problems that have been raised , the authors take the title of this research with the title "**The Influence of Work Ethics, Organizational Support and Performance Appraisals on Employee Work Performance in the Office of Population Control, Family Planning, Women's Empowerment and Child Protection in Tabalong Regency** ".

conceptual framework

Based on the theoretical basis put forward, the conceptual framework in this study can be put forward as shown in Figure 1 below:

Chart 1
conceptual framework

Hypothesis

Based on the background description , the hypotheses conveyed in this study are :

H1 : Work Ethic, Organizational Support and Performance Appraisal partially affect Job Performance.

H2: Performance Appraisal has a more dominant influence on Work Performance .

H3 : Simultaneously Work Ethic, Organizational Support and Performance Appraisal have an effect on Work Performance.

II. RESEARCH METHODS

This study used a survey research that took a sample from a population and used a questionnaire as the main data collection tool (Singarimbun, 2013). The research was conducted at the Office of Population Control, Family Planning, Women Empowerment and Child Protection , South Klimantan Regency Tabalong , the author chose the location with the consideration that it is easier to collect data, both primary and secondary data. The sample is determined by using saturation sampling (census), where all the population sampled as many as 62 people When the study for approximately three (3) months of data were analyzed using the analyst is SEM-PLS Warp 3.0, by doing the first test of validity and reliabiitas against research data .

Data Analysis Techniques

T eknik data analysis is used to analyze and answer the hypothesis proposed in this study , using SEM-PLS Analysis version WarpPLS 3.0. which has 13 outputs including **1) General Output Output , 2) Output Path Coeffieicients and P values, 3) Output Standard Errors and Effect Size for Path Coeffieicient, 4) Output Combined Loadings and Cross Loadings , 5) Output Patterns Loadings and Cross Loadings , 6) Output Structure loadings and cross loadings, 7) Output Indicator Weight, 8) Output Latent Variable Coeffieicients , 9) Output Correlations among latnt variables , 10) Output Block Variance Inflation Factors, 11) Output Correlation among indicators, 12) Output Linear and Non Linear Relationship among latent variqble, and 13) Output Indirect and Total Effects** . But output above is not entirely going to be used , but only uses some of the output only with regard to the hypothesis put forward . including:

* Path coefficients and P values *

Path coefficients

```

-----
          eos duorg value presja
eos
duorg
score
presja -0.025 0.261 0.282  ---
    
```

P values

```

-----
          eos duorg value presja
eos
duorg
score
presja 0.468 0.218 0.250  -----
    
```

III. DISCUSSION

By using data analysis tools, the regression coefficient value for each variable is obtained which includes work ethic, organizational support and performance appraisal using the SEM-PLS Warp 3.0 assistance :

Prise Hypothesis

H1 : Work Ethic, Organizational Support and Performance Appraisal partially affect Job Performance.

H2 : Performance Appraisal has a more dominant effect on Job Performance.

H3 : Simultaneously Work Ethic, Organizational Support and Performance Appraisal have an effect on Work Performance.

Following is the output of the SEMPLS WarpPLS 3.0 program related to the research being carried out;

1. Output Gen e ral Results

Model fit indices and P values

APC = 0. 1 89, P <0.112

ARS = 0.157 , P = 1.085

AVIF = 1.033 , Good if <5

The results above indicate that the model has met the requirements so that it can be continued for analysis.

2) Output Path Coefficients and P values,

Path coefficients

```

-----
          e t os duorg value presja
e t os
duorg
score
presja          -0.025 0.261 0.282
    
```

P values

```

-----
          eos duorg value presja
eos
duorg
score
presja          0.468 0.218 0.250
    
```

The output above answers hypotheses 1 and 2

:

Work Ethic, Organizational Support and Performance Appraisal partially affect work performance, declared acceptable.

Performance appraisal has a more dominant effect on work performance, it is declared acceptable. Meanwhile, to answer hypothesis 3 Simultaneously Work Ethic, Organizational Support and Performance Appraisal have an effect on Work Performance, it can be seen in the following output :

P values for correlations

	eos	duorg	value	presja
eos	1.000	0.149	0.211	0.970
duorg	0.149	1.000	0.004	0.097
value	0.211	0.004	1.000	0.750
presja	0.970	0.097	0.750	1.000

Closing

Based on the results of the analysis in this study, several conclusions can be drawn as follows:

1. There is a partially positive and significant influence on work ethic variables , organizational support, and performance appraisals on work performance
2. The variable of performance appraisal has the most dominant influence on employee performance
3. There is a positive and significant influence on Work Ethic, organizational support , and joint performance appraisals on employee work performance .

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