

# Analysis of the Effectiveness of Attendance Assessment on Employee Performance at KPRI RagomGawi Bandar Lampung

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Abstract The purpose of this study was to determine the effect of absenteeism assessment on the performance of management employees at KPRI RagomGawi Bandar Lampung. This study uses a qualitative analysis approach to find out how the relationship between the influence of motivation on employee work productivity and quantitative analysis to determine how much influence the attendance assessment has on the performance of KPRI RagomGawi Bandar Lampung employees. This study uses a non-probability sample technique. The results showed that there was a positive influence between the effectiveness analysis of attendance assessments on employee performance at KPRI RagomGawi Bandar Lampung..

## 1 INTRODUCTION

With the development of science and technology at this time, very much needed experts in managing a company or government agency. According to Prastuti, quoted from Nurcahyani&Adnyani (2016), a company is an organization consisting of a group of people who work to achieve a goal. The most basic interests are getting the maximum profit or profit and the welfare of the company's shareholders. With so many problems faced, it encourages people to find solutions to good management. Thus humans need encouragement or motivation for human resources that are better than before.

In the resolution of the MPR. No. II / MPR / 1993 concerning GBHN that three important elements in the economy are arranged as a joint effort on the principle of shortages, namely: government, private sector, and cooperatives. According to Law No. 25 of 1992 concerning Cooperatives states that a Cooperative is a business entity consisting of individuals or legal entities of cooperatives by basing their activities based on cooperative principles as well as a people's economic movement based on family principles (Fandian, 2012). Meanwhile, according to the Cooperative is a very democratic business entity, because the Cooperative was formed by members and based on kinship (Winarko, 2014).

KPRI RagomGawi Bandar Lampung, whose background as a staffing cooperative, was formed on April 4, 1979, with a legal entity No. 337 / BH / 1980 dated January 7, 1980, with membership collected

from the Civil Servants in the Bandar Lampung City government. KPRI RagomGawi Bandar Lampung, which is one of the many cooperatives in Indonesia, applies the concepts and systems that have been regulated in the legislation. KPRI RagomGawi Bandar Lampung also put forward the principle of kinship for the realization of social justice for all its members and this is also in line with the goals of the Indonesian people as set out in the 1945 Constitution, a concrete step in realizing that goal by taking into account the work system, internal control, and financial system management.

Based on the objectives in the form of KPRI RagomGawi Bandar Lampung, the employees and management of KPRI RagomGawi Bandar Lampung must have a good work attitude or master the fields they do; therefore, there needs to be encouragement or motivation to do a job in order to achieve the goals that are wanted by KPRI RagomGawi Bandar Lampung.

The problem that occurs is the level of discipline and work absenteeism has not been achieved due to the work discipline is still relatively low from the leadership of employees and administrators at KPRI RagomGawi Bandar Lampung. Based on the identification of the problem, the problem arises as follows, "Has the optimal work discipline done by KPRI RagomGawi Bandar Lampung employees?"

## 2 LITERATURE REVIEW

### 2.1 Motivation and Participation

The word *motivation* comes from another language, "mevere," which means to move. According to JP, Caplin states that motivation is a variable that intervenes that is used to cause certain factors in organisms that generate, manage, maintain, and channel behaviour towards a target (Rangga, 2015).

Motivation, as quoted from the journal Kiki (2015) that motivation is directing in deciding how much effort to exert effort in certain situations. Motivation is a psychological process that causes the emergence of an action that has a direction to achieve certain goals (Keitner&Kinicki).

Winardi was quoted from Darmanto and Harahap (2015) stating that motivation is a potential force that exists in a human being, which he can develop on his own, or developed by a number of outside forces that are essentially around monetary rewards, and non-monetary rewards, which can affect the performance results positively or negatively, which depends on the situation and condition faced by the person concerned.

From some of the above opinions, it can be concluded that motivation is an impulse originating in human beings that underlie the action taken to achieve a goal.

*Participation* comes from the English language "participate," which means to take part or participate (big Indonesian dictionary). In a broad sense, participation is the participation of a person in an activity or work that is being carried out to achieve success. Quoted from Wulandari et al. (2014), participation is the active participation of the community in all development processes both in terms of planning, decision making, implementation, and evaluation of activities and is the highest order of public involvement (Steffek, J; Fung).

Factors that influence member participation are educational factors, and Education is a learning process that aims to change a person's attitudes and behavior.

#### a. Employee performance

An appraisal is a process of assessing, measuring, and calculating the success of a process of implementing a program of activities or work from a person or group of people or an organization. Hasibuan in Gunawan, *et al.* (2013) states there are six types of elements of a person's performance appraisal, namely:

- 1) Achievement - assessment of the work produced by employees, both in quality and quantity.
- 2) Discipline - an assessment of the discipline of employees in meeting existing regulations and

doing work following the instructions given to him.

- 3) Creativity - assessment of the ability of employees to develop creativity to complete their work.
- 4) Collaboration - an assessment of an employee's willingness to collaborate with other employees, both horizontally (with leaders or subordinates) and vertically (with fellow colleagues).
- 5) Skills - assessment of an employee's ability to unite and harmonize the various elements involved in compiling policies and in management situations, as well as the employee's ability to make decisions within his or her limits.
- 6) Responsibility - assessment of the employee's willingness to account for his policies, work and work results, facilities and infrastructure used, and work behavior.

Performance appraisal is one of the most important tasks for every manager, and it is recognized that many difficulties are experienced in handling it adequately (Siregar, 2004). It can be concluded that assessment is the process of assessing, measuring, and calculating the success of a process of implementing a program of activities or work from a person or group of people or an organization. The purpose of the appraisal is to:

- 1) Improve work performance
- 2) Adjustment of work compensation
- 3) Placement decisions
- 4) Need for training and development
- 5) Career planning and development
- 6) Mirror mirroring the staffing process Inaccuracy
- 7) of informational systems
- 8) Job design errors
- 9) Fair employment opportunities
- 10) External challenges External

### 2.2 Methods Evaluation Past

Methods positive past-oriented assessment of events that are past or not manipulated again until a certain degree can be measured. The assessment techniques include, among others: 1) Rating Scale, 2) Checklist, 3) Critical Performance Method, 4) Field Review Method, 5) Test and Observation of Work Performance, 6) Group Evaluation Method (Siregar, 2004).

### 2.3 Future-oriented Assessment Methods Future

Oriented assessments are carried out through assessing the potential of employees to determine future work performance or setting work performance goals in the future. The method used consists of 1) self-assessment, 2) psychological assessment, 3) MBO approach, 4) assessment center technique.

### 2.4 The Implications of Assessment of Work Performance

Importance of assessment is on the impact or feedback for employees to improve their work.

- a. Ten and sell
- b. approach Ten and listen
- c. approach Problem-solving approach

### 2.5 Employee Discipline

According to Moekijat quoted from Santoso (2006), "Discipline is the ability to control one's self-governed." Discipline is a management activity to carry out organizational standards.

There are three types of disciplines, namely:

- a. Preventive
- b. discipline Corrective discipline

Work productivity is influenced by various factors related to the level of work or related to the company environment.

- a. Education and training
- b. Discipline
- c. Attitudes and work ethics
- d. Social security
- e. Environment and work climate

## 3 RESEARCH METHOD

This study uses a qualitative and quantitative analysis approach. To get the data and information as well as the theoretical basis needed, the research arrangement is summarised as follows:

- a. Library research
- b. Field research
  - 1) Observation
  - 2) Interview
  - 3) Documentation

The population is the total number of units of analysis whose characteristics will be suspected in research. Method of determining samples using writing techniques that are done with non-probability sample techniques or sampling techniques.

## 4 RESULTS AND DISCUSSION

### 4.1 Results of Research

#### a. Overview of assessment Place

KPRIRagomGawi Bandar Lampung, whose background as a staffing cooperative was formed on April 4, 1979, with legal entity No. 337 / BH / 1980 dated January 7, 1980, with membership collected from the Civil Servants in the Bandar Lampung City government.

#### b. Work Area

To establish a cooperative work area is a policy that is closely related to the cooperative concerned to become an effective and efficient economic unit. Bandar Lampung City Cooperative working areas include: Bandar Lampung City

- 1) Education and Library Regional Office of Education and Library of Bandar Lampung
- 2) City
- 3) Teachers or SD Lampung City Teachers or

#### c. Membership

Membership in the Bandar Lampung City Cooperative is voluntary, and there are no social, political, or differences restrictions. Race. Members of the cooperative each member has obligations and rights, namely:

- 1) Liability
- 2) Rights
- 3) Membership expire

#### d. Field Organization Good

The organization will be realized if there is a clear organizational structure.

- 1) The annual meeting of members of the
- 2) Executive Board

#### e. of Administrative Affairs

Implementation of administration in cooperatives is one illustration of the implementation of cooperative management, one of which is the implementation of cooperative administration well. This is marked by the complete organization and business administration book.

#### f. Business Fields

KPRI RagomGawi Bandar Lampung business activities are marked by the presence of business elements managed according to the needs of community members in the KPRI Ragom Bandar Lampung working area.

Business sectors that are carried out, namely:

- 1) Savings and loan

2) unit Business Unit

g. Capital

Cooperatives a group of people but not a capital association, so members are a collection of individuals in the Cooperative making it important as one of the elements in the Cooperative, the capital details, namely:

h. Own capital

- 1) Principal
- 2) Deposits Compulsory Deposits
- 3) reserve funds
- 4) Grant

In this study, a qualitative analysis was used to find out how the relationship between the influence of motivation on the work productivity of employees of the Cooperative Employees of the Republic of Indonesia (KPRI) of Bandar Lampung City and this quantitative analysis was used as an attempt by the author to find out how much influence the absence assessment has on employee performance.

## 5 CONCLUSIONS AND SUGGESTIONS

Based on the analysis, it was concluded that there was a positive influence between the effectiveness analysis of attendance assessments on employee performance at KPRI RagomGawi Bandar Lampung. This is formulated as follows:

- a. From the calculation of the determinant coefficient, the results obtained are discipline and absenteeism of employees at 10.895 influenced by motivation, and the remaining 89.11% influenced by other factors.
- b. The calculation results show the r count of 0.33 lies between 0.20 to 0.40, which indicates a weak criterion, which means that if absenteeism is increased, employee performance will improve.
- c. The largest group of employees who have been motivated by the high category are eight people out of 25 respondents or 32%, while the largest group of employees who have high work productivity is eight people out of 25 respondents or 32%.

Constructive criticism and suggestions from all the authors are expected to improve in the preparation of further journals. From the description stated in this journal, the writer hopes that the reader will gain knowledge and understanding of the discussion topics. Also, the author as an ordinary human being who is not spared from mistakes and mistakes, the

authors realize that this paper cannot be separated from mistakes and shortcomings.

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