

Team Work Support And Position Promotion On Work Enthusiasm Its Implications In Employee Performance Improvement

Jaka Satria

Universitas Terbuka, Indonesia
aryana.satria@yahoo.com

Submitted: 14th Feb 2022 | **Edited:** 06th April 2022 | **Issued:** 01st May 2022

Cited on: Satria, J. (2022). Team Work Support And Position Promotion On Work Enthusiasm Its Implications In Employee Performance Improvement. *AKADEMIK: Jurnal Mahasiswa Ekonomi & Bisnis*, 2(2), 59-66.

ABSTRACT

Good work results are a manifestation of many factors, including morale, work team support, and appreciation. That is, performance is the support of many factors that become the power in the implementation of quality work. Self-tendency to work enthusiastically, supportive co-workers, and positional motivation, make employees have more reasons to perform and maintain it. The purpose of this research is to look at the relationship between various factors (emotional, environmental, and organizational) that affect performance increase. In proving the research phenomenon used a quantitative approach with statistical regression testing as an analytical tool. The research sample is civil servants in the government of Sumbawa district, Indonesia. Overall, the number of respondents to the study was 200 people using a simple random sample technique. In collecting data, the method used is distributing questionnaires. The results of the study show that there is a relationship between performance and enthusiasm, support from work teams, and opportunities for promotion. In the moderation model, it can be seen that the role of morale gives more power to increase performance.

Keywords: Job Promotion Opportunity, Work Team Support, Enthusiastic Attitude towards work, Performance

INTRODUCTION

Performance appraisal is a form of transparency, accountability and openness in government management. The Regional Government of Sumbawa Regency in 2021 has received the title of Unqualified (WTP) from BPK-RI for the 10th (ten) time in a row. this indicates that the Government of Sumbawa Regency has implemented the rules *good governance* from before the pandemic *Covid-19* up to this moment. The Unqualified Predicate (WTP) from BPKRI cannot guarantee good government performance holistically because performance measures are also influenced by several other variables such as work team support, promotion, motivation and others.

Furthermore, in the context of implementing the National Economic Recovery (PEN) program as a form of impact management *Covid-19*, Regional Apparatus Organizations The Public Housing and Settlement Area Service (PRKP) and Public

Works and Spatial Planning (PUPR) Office of Sumbawa Regency have an important role because they have the task and function of handling infrastructure development, where infrastructure development is one of the government's priority scales for Recovery National Economy (PEN). As for the National Economic Recovery program, one of these is implemented through the Physical Special Allocation Fund (DAK) budget for Infrastructure. Activities carried out through the DAK budget are first proposed through the KRISNA application. The KRISNA application is very helpful for local governments, especially during a pandemic *Covid-19* which limits the meeting in person *offline* so that even in *online* OPD performance can be optimally implemented. In addition, optimal OPD performance also depends on the support of the work team and employee opportunities for career development. Therefore, it is necessary to conduct research on the influence of work team support and promotion on work enthusiasm and employee performance at the Public Housing and Settlement Area Services (DPRKP) and Public Works and Spatial Planning Services (DPUPR) Sumbawa Regency.

THEORETICAL BASIS

Work Team Support

According to Sobirin, (2016: 1.16) states that the organizational environment includes all elements outside the organization that affect the existence of the organization. Work team support is everything that exists in the environment around the workers and which can influence him in carrying out the tasks assigned to him (Parashakti, et al., 2019), for example cleanliness, music, and others (Yantika, et al., 2018). According to Hubeis and Najib, (2014: 32) organizational environment are factors that are outside or within the organization that can affect the progress of the organization in achieving the goals that have been set.

Department Promotion

Sobirin (2016: 7.16), states that promotion is a method developed by organizations to support or increase the productivity of employees. Promotion is a process of increasing individual work ability achieved in order to achieve the desired career (Rivai & Sagala, 2019). According to Kurniawati (2016: 3.23) states that at the stage of human resource development there are two important aspects of activities that cannot be separated from

each other, namely training activities and human resource development activities so that the functions owned by employees can be used effectively.

Motivation

According to Sobirin (2016: 4.5), motivation is a psychological process that causes movement, direction and continuous maintenance of voluntary actions oriented towards a particular goal. Meanwhile Thoha (2014), said that motivation is one of the main elements in a person's behavior. Motivation is a psychological process. However, this does not mean that motivation is the only element that can explain a person's behavior. Motivation involves three main components, namely needs, encouragement and incentives/goals (Sobirin, 2016).

Performance

According to Sutrisno (2016: 172) Performance is the result of employee work seen from the aspects of quality, quantity, working time, and cooperation to achieve the goals set by the organization. Performance is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him, (Mangkunegara, 2017:67). According to Fahmi (2017: 188) Performance is the result of a process that refers to and is measured over a certain period of time based on predetermined conditions or agreements.

METHOD

This study used a quantitative method with a total sample of 200 people consisting of employees of the Public Housing and Settlement Area Office and the Public Works and Spatial Planning Office of Sumbawa Regency. Data analysis using Smart PLS3 software. The statement is that you find your work interesting and uplifting, you have too much work to do, you have the opportunity to influence your working conditions, your colleagues help you overcome problems at work. The promotion research instrument was adapted from Suwati, et al. (2016:526-527). The statement states that the organization has tried to align the needs of Human Resources with the needs of the organization, the organization has made efforts to implement Promotions for employees so that it can improve the efficiency of the organization's work, I have formulated my career goals and developed a plan to achieve these goals, promotion and employee career planning have been implemented properly. Motivation is adapted from Paais & Pattiruhu, (2020: 577-

578). As for the statement, I received a fair award for each job evaluation, I think the organization pays attention to the career path of its employees, I think the attention given by the organization to fulfill the interests of the employee's family is adequate, I received treatment appropriate in the organizational environment (in terms of friendship and good relations) between employees in this organization, which is proven to be very good and professional, organizational regulations apply fairly in giving rewards and punishments, there is routine training for internal organizations. Performance adapted from Shahzadi, et al. (2014:163). As for the statement that my performance is better than my colleagues who have the same qualifications, I am satisfied with my performance because most of my performance is good, my performance is better than employees with the same qualifications in other offices.

RESULT

Correlation Between Research Instruments

The results of the loading factor test show that the value of the relationship between variables varies, some have a very strong relationship and some have a weak one. The instrument that has high linearity is the performance variable. While the lowest correlation value is the promotion variable. Based on these data an explanation can be drawn, that performance issues get more attention, compared to issues of promotion. This condition is something that is common in various agencies, however, there is a risk in the future, if the opportunity for employee development is low, performance stagnation will occur. That is, there needs to be a balance between the causal factors and the effect factors.

Table 1. Validity of Promotion Instruments

Instrument	Department promotion
1	0.830
2	0.924
3	0.548
4	0.860

Source: Research data, 2021

The data above shows good validity, because the correlation value is greater than 0.50. This explains that research questions have a good level of relevance in measuring phenomena/variables.

Table 2. The Validity of the Work Enthusiasm Instrument

Instrument	Enthusiastic work
1	0.815
2	0.872
3	0.800
4	0.650
5	0.862
6	0.800

Source: Research data, 2021

The data above shows the correlation value of the work enthusiasm variable, which is all valid. This can be confirmed with a correlation value greater than 0.50. Of the six questions, the second instrument has the best correlation value. In other words, the second instrument is considered the most relevant to the condition of the respondent.

Table 3. Validity of Work Team Support Instruments

Instrument	Work team support
1	0.776
2	0.637
3	0.791
4	0.729

Source: Research data, 2021

Table 4. Validity of Performance Instruments

Instrument	Performance
1	0.901
2	0.778
3	0.897

Source: Research data, 2021

From the results of the validity test above, it is known that all performance variable instruments are identified as valid. It is said to be valid, because all instruments have a loading factor value greater than 0.50. The question with the highest validity value is the

first question item with the statement "I am better than my colleagues who have the same qualifications".

Work team support has a positive and significant effect on employee performance

The path coefficient (0.420) shows that work team support has a positive effect on employee performance. This positive effect is significant as indicated by the t-statistic value which is greater than the t-table ($5.794 > 1.653$), so that this initial hypothesis can be declared accepted in line with and supports previous research conducted by Girdwichai (2020:42-54), Rozy (2021) and Suwati, et al. (2016).

Work team support has a positive and insignificant effect on employee enthusiasm

The path coefficient (0.075) shows that the work team support variable has a positive effect on work enthusiasm. The positive effect is not significant as indicated by the t-statistic value which is smaller than the t-table ($1.330 < 1.653$). So that this initial hypothesis cannot be accepted even though this initial hypothesis has a positive effect, but not significant. The results of this study are in line with the research of Girdwichai (2020:42-54) and Omari, et al. (2017) but not in line with research conducted by Rozy (2021).

Position Promotion has no positive and insignificant effect on Employee Performance

The path coefficient (0.032) shows that the promotion variable has a negative effect on employee performance. The negative effect is not significant as indicated by the t-statistic value which is smaller than the t-table ($0.997 < 1.653$). This is not in line with Hallo and Obuba's research (2021:1-10) but in line with Rozy's research (2021:275).

Promotion has a positive and significant impact on work enthusiasm

The path coefficient (0.071) shows that the promotion variable has a positive effect on work enthusiasm. The positive effect is significant as indicated by the t-statistic value which is greater than the t-table ($14.052 > 1.653$). This is in line with previous research conducted by Hallo and Obuba (2021: 1-10) and Rozy's research (2021).

Work enthusiasm has a positive influence on employee performance

The path coefficient (0.187) shows that the variable work enthusiasm has a positive effect on employee performance. The positive effect is significant as indicated by the t-statistic value which is greater than the t-table ($2.357 > 1.653$), so that the initial hypothesis can be declared accepted because the initial hypothesis has a positive

significant effect. This is in line with and supports previous research conducted by Girdwichai (2020:42-54), Paais and Pattiruhu (2020) and Suwati, et al. (2016).

CONCLUSION

Based on the results of the analysis and discussion, the following conclusions are obtained the support of the work team has a positive and significant effect on the performance of the Public Housing and Residential Area Office employees and the Public Works and Spatial Planning Office of Sumbawa Regency. The support of the work team has a positive but not significant effect on the enthusiasm of the employees of the Public Housing and Settlement Area Office and the Public Works and Spatial Planning Office of Sumbawa Regency. Promotion has a negative but not significant effect on the Employee Performance of the Public Housing and Settlement Area Office and the Public Works and Spatial Planning Office of Sumbawa Regency. Promotion has a positive and significant effect on the work enthusiasm of the Public Housing and Residential Area Office employees and the Public Works and Spatial Planning Office of Sumbawa Regency. Enthusiasm for work has a positive and significant effect on Employee Performance at the Public Housing and Residential Area Offices and the Public Works and Spatial Planning Office of Sumbawa Regency.

REFERENCCESS

- Fahmi, Irham. (2017). *Manajemen Sumber Daya Manusia*. Bandung: Alfabeta.
- Girdwichai, L. Sriviboon, C. (2020). *Employee Motivation And Performance: Do The Work Environment And The Training Matter?.* Journal Of Security And Sustainability Issues Issn 2029-7017/Issn 2029-7025 (Online) 2020 Volume 9 January.
- Hallo, A, H. Obuba, R. (2021). *Assessment of Career Development on Employee Performance in Private Health Sector in Isiolo County*. Asian Journal of Economics, Business and Accounting 21(21): 1-10, 2021; Article no.AJEBA.80406 ISSN: 2456-639X
- Hubeis, M dan Najib, M. (2014). *Manajemen Strategik dalam Pengembangan Daya Saing Organisasi*. Jakarta: Gramedia.
- Kurniawati. (2016). *Pengembangan Sumber Daya Manusia*. Tangerang Selatan: Universitas Terbuka.
- Mangkunegara, A.P. (2017). *Manajemen Sumber Daya manusia Perusahaan*. Bandung: Penerbit Remaja Rosdakarya.

- Omari, Al., Khaled and Okasheh, H. (2017). The Influence of Work Environment on Job Performance: A Case Study of Engineering Company in Jordan. *International Journal of Applied Engineering Research* 12 (24): 15544–15550.
- Paais, M., Pattiruhu, J.R. (2020). Effect of Motivation, Leadership, and Organizational Culture on Satisfaction and Employee Performance. *Journal of Asian Finance, Economics and Business* Vol 7 No 8 (2020) 577–588
- Parashakti, R.D., Fahlevi, M., Ekhsan, M., Hadinata, A. (2019). The Influence of Work Environment and Competence on Motivation and Its Impact on Employee Performance in Health Sector. *Advances in Economics, Business and Management Research*, volume 135.
- Rivai, Veithzal dan Sagala, Ella Jauvani. (2019). *Manajemen Sumber Daya Manusia untuk Perusahaan dari Teori ke Praktik*. Jakarta: PT Raja Grafindo.
- Rozy, F. (2021). The Effect of Work Environment and Career Development on Employee Performance Mediated by Work Motivation (Study at PT. World Innovative Telecommunication Surabaya). *Jurnal Ilmu Matematika dan Terapan*.
- Shahzadi, I., Jayed, A., Pirzada, S.S., Nasreen, S., Khanam, F., (2014). Impact of Employee Motivation on Employee Performance. *European Journal of Business and Management* Vol.6, No.23, 2014
- Sobirin, A. (2016). *Manajemen Kinerja*. Tangerang Selatan: Universitas Terbuka.
- Sobirin, A. (2016). *Perilaku Organisasi*. Tangerang Selatan: Universitas Terbuka.
- Sutrisno, E. (2016). *Manajemen Sumber Daya Manusia*. Jakarta: Kencana Prenada Media Group.
- Suwati, Magdalena, M.M., Gagah, E. (2016). Influence Of Motivation Work, Career Development And Cultural Organization On The Job Satisfaction And Implications On The Performance Of Employees (Case On Babinminvetcaddam IV/Diponegoro). *Journal Of Management*, Volume 2 No.2.
- Thoha, M. (2014). *Perilaku Organisasi Konsep Dasar dan Aplikasinya*, Jakarta: Rajawali Grafindo Persada.
- Yantika, Y., Herlambang, T., & Rozzaid, Y. (2018). Pengaruh Dukungan tim kerja, Etos Kerja, Dan Disiplin Kerja Terhadap Kinerja Karyawan (Studi Kasus Pada Pemkab Bondowoso). *Jurnal Manajemen Dan Bisnis Indonesia*, 4(2), 174-188.