
The Influence of Supervision and Human Resource Development on Employee Performance at the Regional Secretariat Office, Goods/Services Procurement Division, Maros Regency

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ARTICLE INFO

A B S T R A C T

Article history:

Received
November
Accepted
December

Keywords

Supervision,
Human
Resource
Development,
Performance

This study aims to determine the effect of Supervision and Human Resource Development on employee performance at the Regional Secretariat Office for Goods/Services Procurement Section of Maros Regency. The type of research used is quantitative research. The data used in this study are primary and secondary data in the form of data available at the Regional Secretariat Office for Goods/Services Procurement Section. The population in this study consists of all employees in the goods/services procurement section at the Regional Secretariat Office of Maros Regency, totaling 40 people. The analysis method used in this study is multiple linear regression, as presented in the research results. The research results show that Supervision (X1) and Human Resource Development (X2) on Employee Performance (Y) at the Regional Secretariat Office for Goods/Services Procurement in Maros Regency have a positive and significant effect. Based on the t-test results, for the supervision variable on performance, the supervision variable has a t-value of (6.804) > t-table (1.692) and a significance value < 0.05, which is 0.000. The t-value is greater than the t-table, indicating a positive effect, and the significance value is less than 0.05, indicating significance. For the Human Resource Development variable on performance, the Human Resource Development variable has a t-value of (3.774) > t-table (1.692) and a significance value < 0.05, which is 0.001. The t-value is greater than the t-table, indicating a positive effect, and the significance value is less than 0.05, indicating significance. Which means that simultaneously, the influence of Supervision and Human Resource Development has a positive and significant effect on the Performance of the Regional Secretariat Office for the Goods/Services Procurement Section of Maros Regency.

1. Introduction

1.1. Background

Every organization must have quality human resources. Quality human resources are the main capital in planning, supervising, organizing, directing, and implementing the factors within an organization. (Aulia, 2019). Every organization often encounters phenomena that can affect employee performance, especially in the Regional Secretariat Office of Maros Regency. The need for supervision of employee performance requires the government to establish performance standards deemed qualified so that employees can perform their duties well, orderly, and directed towards achieving the mission and vision of each agency. (Abdul Kaedir Jaelani, 2019).

This research is motivated by a research gap in previous studies. Based on the research conducted by Abdul Kadir Jaelani (2019) and Nurtika Sari (2015) on the influence of supervision, the research findings indicate that the function of supervision has a positive effect

on performance. Unlike the research conducted by Ningrum Humairoh (2019), which found that supervision does not have a significant effect on performance.

Furthermore, research on human resource development conducted by Nur Selviana (2018), Maludin Panjaitan (2017), and Indra et al. (2021) found that HR development positively affects performance.

The difference between this study and the previous ones is that this study includes different variable indicators and makes the independent and dependent variables influence each other. The variables used as independent variables are supervision and development, while the dependent variable is performance. Additionally, the distinguishing factor of this study is the research object.

Based on the explanation above, this study aims to prove the effect of Supervision and Human Resource Development on Performance, thus the title of this research is the effect of Supervision and Human Resource Development on Employee Performance at the Regional Secretariat Office of Maros Regency.

Many factors influence employee performance, one of which is supervision. Supervision plays an important role in improving good performance. Supervision can generally be defined as a way for an organization to achieve effective and efficient performance, and further support the realization of the organization's vision and mission. (Fahmi, 2017). Supervision means that managers strive to ensure that the organization moves towards its goals. If some parts of the organization are on the wrong track, the manager must correct them. (Handoko, 2013).

The importance of supervision is expected to motivate employee performance so that employees can complete their work better. Additionally, supervision can also be carried out to guide employees in completing their.

1.2 Problem Statement

The problem formulation in this research is based on the background, as follows:

1. Does Supervision affect Employee Performance at the Regional Secretariat Office, Goods/Services Procurement Division, Maros Regency?
2. Does Human Resource Development affect Employee Performance at the Regional Secretariat Office, Goods/Services Procurement Division, Maros Regency?

1.3 Objectives and Scope

The objectives of this research based on the problem formulation are as follows:

1. To determine and analyze the influence of Supervision on Employee Performance at the Regional Secretariat Office for Goods/Services Procurement Section of Maros Regency.
2. To determine and analyze the influence of Human Resource Development on Employee Performance at the Regional Secretariat Office for Goods/Services Procurement Section of Maros Regency.

2. Literature Review

Human resources are an important asset and serve as the main driving factor in the implementation of all activities or tasks of an organization, thus they must be managed well through Human Resource Management. (MSDM). According to Desseler (2015), human resource management is the process of acquiring, training, evaluating, and compensating employees, and managing labor relations, health and safety, as well as matters related to justice. According to Simamora (2014), human resource management is the utilization, development, evaluation, compensation, and management of individual members of an organization or worker groups.

Supervision is the process of establishing performance standards and taking actions that can support the achievement of expected results in accordance with the established performance standards. Manullang (2015) defines Supervision as determining what has been accomplished, meaning evaluating work performance and, if necessary, implementing corrective actions so that the work results align with the established plan.

The Definition of Supervision According to Terry (2016) states that Supervision is a process to assess the conformity of the work of organizational members in various fields and various management actions with the previously established program. The objectives of Supervision will not be achieved if there is no prior planning.

Performance is one of the work results achieved by someone in carrying out the tasks assigned to them, based on skill, experience, and diligence. Meanwhile, work time is a combination of three important factors: the ability and interest of an employee, the ability and acceptance of task delegation explanations, and the role and level of motivation of an employee. (Hasibuan, 2017). Performance is a depiction of the level of achievement in the implementation of a program, activity, or policy in realizing the goals, objectives, vision, and mission outlined through the strategic planning of an organization. According to Sopiah (2018), performance is the quality and quantity of work achieved by a worker in carrying out the assigned tasks and responsibilities. The quality referred to is seen from cleanliness, smoothness, and precision in work, while quantity is viewed from the amount or number of tasks that employees must complete.

2.1 Related Work

2.2 Research Gap

In this study, the researcher found several previous studies that have discussed the influence of supervision on performance. This research aims to complement the studies conducted by previous researchers. There are several previous studies that discuss the supervision variable on performance, including Abdul Kadir Jaelani (2019), Nurtika Sari (2015), Dodi Herdino (2017), and Nursan (2019), with research results showing that supervision has a positive and significant effect on performance.

Furthermore, the researcher also found previous studies that discuss the human resource development variable on performance, including Weddy Nur Adam (2021), Christopher Giovanni Tarigan (2014), Indra H. Rintjap, et al. (2021), and Maludin Panjaitan (2017), where the research results show that the human resource development variable has a positive effect on performance. From the research, there are differences in terms of the research objects, research methods, and research objectives. Therefore, it is outlined in the journal mapping, the research conducted by previous researchers.

3. Methodology

In this chapter, the research results and measurement analysis will be explained. The explanation includes an overview of the research object, an explanation of the respondent characteristics, followed by multiple linear regression analysis and hypothesis testing.

A. Type and Approach of the Research

The type of research used is quantitative research and employs a method or approach through survey research, which is used to describe various aspects of the population by collecting information from a sample through questionnaires or interviews. (Fraenkel dan Wallen, 2016). Basically, what the researchers want to find out is how members of a population are distributed across one or more variables, such as Supervision and Human Resource

Development as variable X and performance as variable Y. The research design is used as a guideline or procedure that serves as a guide to build strategies that produce research methods. According to Sugiyono (2018), the research design must be specific, clear, and detailed, firmly established from the beginning to serve as a step-by-step guide. The research design that will be used in this study is explanatory.

3.1 Data Collection

The type of data in this research is quantitative, where the data to be obtained will be in the form of numbers, numbers obtained from the recapitulation of questionnaires or surveys that will be further analyzed in a data analysis. According to Sugiyono (2018), quantitative data is a research method based on positivism (concrete data), where the research data in the form of numbers will be measured using statistics as a calculation test tool, related to the problem being studied to produce a conclusion. This research data has 3 variables, consisting of 2 independent variables and 1 dependent variable: the Supervision variable (X1), Human Resource Development variable (X2), and the Performance variable. (Y).

3.2 Analysis Techniques

The data sources used in this research are primary data and secondary data. Primary data is data that is directly obtained from the source and provided to the data collector or researcher. Primary data sources usually include interviews with research subjects either through observation or direct observation (Sugiyono 2016). Meanwhile, secondary data according to Sugiyono (2012) is data obtained by reading, studying, and understanding through other media sourced from literature, books, and documents. The primary data used in this research are data from direct observations conducted by the researcher, and the secondary data are from reading documents related to the research subject.

The source of research data is the subject from which the data is usually obtained. If the researcher uses questionnaires or interviews in data collection, then the data source is from the respondents, namely the people who answer the researcher's questions, either written or oral. The data source used in this research is in the form of questionnaires distributed to the respondents

3.3 Validation

Basically, research variables are anything in any form that are determined by the researcher to be studied in order to obtain information about them, and then conclusions are drawn. (Sugiyono, 2015). In this study, there are three variables, namely:

1. Supervision Variable (X1)

Supervision or Oversight in research is defined as the way an organization realizes effective and efficient performance, and further supports the achievement of the organization's vision and mission. The indicators of the supervisory function are direct supervision and indirect supervision. (Fahmi, 2013).

2. Variable of Human Resource Development (X2)

The development of human resources in this research is defined as the availability of learning opportunities and development, creating training programs that include planning, implementation, and evaluation of these programs. The indicators of human resource development are motivation, personality, and skills. Adopted (Armstrong, 2010).

3. Performance Variable (Y)

Performance in this study is one of the work outcomes achieved by an individual in carrying out the tasks assigned to them, based on competence, experience, and diligence. The work point in time is a combination of three important factors: the ability and interest of an

employee, the ability and acceptance of task delegation explanations, and the role and level of motivation of an employee. The indicators of performance are quality, quantity, and task execution. (Hasibuan, 2017).

4. Results and Discussion

4.1 Key Findings

After conducting data analysis, the next step is to discuss the obtained data results regarding the influence of independent variables on the dependent variable. Performance is the result of work achieved in completing tasks and responsibilities assigned within a certain period. The relationship between the independent variable and the dependent variable can also be seen based on the t-test results as follows:

1. The Influence of Supervision (X1) on Performance (Y)

The research results show that the Supervision variable (X1) has a positive and significant effect on Employee Performance at the Regional Secretariat Office, Goods/Services Procurement Division, Maros Regency. Based on the t-test results processed using SPSS version 22, it shows that for the supervision variable on performance, the supervision variable has a t-value of $(6.804) > t\text{-table } (1.692)$ and a significance value < 0.05 , which is 0.000 . The t-value is greater than the t-table, indicating a positive effect, and the significance value is less than 0.05 , indicating significance. It can be concluded that supervision has a positive and significant partial effect on the performance of employees at the Regional Secretariat Office, Goods/Services Procurement Division, Maros Regency. The descriptive statistical results show that direct inspection is the indicator with the highest average value of the supervision variable, proving that when supervision is conducted well, it will also improve employee performance. This is because if supervision is carried out by the leadership in an institution, employees will feel cared for, appreciated, monitored in carrying out their duties, and happy, which can enhance the performance of employees at the Regional Secretariat Office, Goods/Services Procurement Division, Maros Regency. The results of this study indicate that the better the supervision felt, the better the employee performance at the Regional Secretariat Office, Goods/Services Procurement Division, Maros Regency will be.

These findings are consistent with the research conducted by Nurtika Sari (2015) titled "The Influence of Supervision on Employee Performance at the State Wealth and Auction Service Office in Pematangsiantar," which states that supervision has a strong and positive effect on employee performance at the State Wealth and Auction Service Office in Pematangsiantar.

6. Conclusion

Based on the results of this study, the data analysis that has been conducted, and the discussion that has been presented, the following conclusions can be drawn:

1. The Supervision Variable (X1) has a significant positive effect on performance (Y).
This means that when supervision is carried out well, it will also improve employee performance, because if the supervision conducted by the leadership in an institution is effective, employees will feel cared for, appreciated, monitored in carrying out their tasks, and happy, which can enhance the performance of employees in the Regional Secretariat Office for Goods/Services Procurement Division of Maros Regency.
2. The Human Resource Development Variable (X2) has a significant positive effect on performance (Y). This proves that if human resource development is carried out well, it will also improve employee performance, because if an institution has human resources who are less skilled in their fields but the leadership often conducts training or development for the staff, their

knowledge, skills, and competencies will increase, which will also affect the performance of employees in the Regional Secretariat Office for Goods/Services Procurement Division of Maros Regency.

7. Recommendation

- a) It is recommended that every employee at the Regional Secretariat Office, Goods/Services Procurement Division of Maros Regency, pay attention to the importance of supervision, especially during direct inspections. Superiors should routinely conduct direct inspections of employees so that they feel monitored, which can improve employee performance.
- b) It is recommended that every employee at the Regional Secretariat Office, Goods/Services Procurement Division of Maros Regency, pay attention to the development of human resources, especially in skills. Superiors should conduct training for staff to learn and enhance their abilities and skills.

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