

# **Commitment of Work as Intervening that Affects Performance in the Officers of the Implementing Unit of the Regional Disaster Management Agency Padang Pariaman**

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**ABSTRACT:** This study aims to determine the effect of work competence, compensation on performance with work commitment as an intervening variable of the officers of the Regional Disaster Management Agency of Padang Pariaman Regency as many as 49 people. Data were collected through distributing questionnaires to the entire population which can be used for analysis purposes. Hypothesis Testing Using Path Analysis.. The results of the data analysis show that work competence has a significant effect on performance, compensation has a significant effect on performance, work competence has a significant effect on work commitment, compensation has a significant effect on work commitment, work commitment has a significant effect on performance, work commitment as an intervening variable has a significant effect on work commitment. Work and Performance, Work Commitment as an Intervening Variable Influence Compensation and Performance of the Implementing Unit of the Regional Disaster Management Agency of Padang Pariaman Regency.

**Key words:** Job Competence; Compensation; Performance; Work Commitment.

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## **1. INTRODUCTION**

BPBD (Regional Disaster Management Agency) Padang Pariaman Regency is an SKPD formed through Regional Regulation No.10 of 2016 which has the task of assisting the Regent of Padang Pariaman in carrying out the mandate to protect all people of Padang Pariaman regency from the threat of disaster, disaster management and recovery from disaster response. As an organization that is very important in the region, there is a demand for good public services. For BPBD, the best and highest public service is when the region and its officials are able to save human lives. Therefore, it takes the totality of all parties in disaster management efforts, especially in terms of rescue workers themselves, namely generally employees at BPBD. BPBD Padang Pariaman regency must have competence in terms of strengthening public understanding of disaster risk and strengthening the resilience of disaster-prone nagari nagari need to be done early.

The best solution is to take precautions. Prevention is meant to be 1) prevent the threat of disaster. We realize that not all disaster threats can be prevented. The threat of hydrometeorological disasters can be prevented, if together make massive efforts in the form of disaster risk reduction movements.2) prevent the threat of disasters from meeting with the community or development. Efforts to spatially organize disaster-prone areas are options that must be implemented. 3) prevent people from becoming victims of disasters. This effort uses the principle of preparedness such as making contingency plans, ensuring the chain of early warning to the community, building places and evacuation routes, information boards, evacuation signs and so on.

It is not easy to achieve the expectations and conditions in question. The problem that currently often arises is a conflicting dilemma, between the tasks that should be carried out by BPBD Employees of Padang Pariaman Regency with the hopes and desires of the community. So that in the implementation of daily tasks as if bpbd employees Padang Pariaman regency in carrying out activities, especially in the field of disasters are often heard public dissatisfaction with the way and systems are carried out especially in the event of disasters, floods, landslides, wind nipple beliung.and others.

This condition is derived from the absence of special skills and skills in each member of the BPBD implementation unit in charge, especially in providing services to the community in accordance with operational Standard Procedures (SOP). If BPBD officers have good competence in providing understanding and awareness for the target community, of course maraka will survive the risk of property loss, life and traumatic disaster. With this satisfaction sincerely want to change consciously that they must be ready, responsive and alert and friendly with disasters at all times.

On the other hand, with the conditions currently experienced by BPBD officers Padang Pariaman regency in carrying out daily activities, where they are generally recruited from civil servants from the combined agency services, which have been considered to have no background and basic work experience is adequate, coupled with frequent changes in structural officials elements Echelon III and Echelon IV that come from outside the agency BPBD itself.

It is not wrong, that there is a presumption that is often expressed by fellow civil servants of the Padang Pariaman district government, that bpbd employees of Padang Pariaman regency are punitive people from various agency agencies. Whereas policy makers in local government. not being aware of the causes of their dissatisfaction at their old place of duty may have been caused by several factors. The condition is also not strengthened by after they entered the organization of the Implementation task force in BPBD Padang Pariaman Regency, they are also not equipped with technical coaching specific skills in carrying out their duties.

They generally have no knowledge of how to do, and carry out coaching and counseling for the community about the importance of disaster preparedness by the whole community and the relevant Holder stake. So in conclusion can be stated here that BPBD Officers Padang Pariaman Regency, lacking skills and competence in carrying out their daily duties in the field.

Based on the reality and conditions that occur in accordance with the data and facts presented, because of the absence of competencies and skills owned and awareness, so that in general they do not carry out commitments in carrying out tasks. The Organization's commitment to realize Padang Pariaman Siaga, responsive and Resilient In Dealing with Disasters, Readiness of the government and the community to face disasters, respond seriously every disaster event and tough in the face of disasters that happen, based on nagari.. The unfulfilled performance of the BPBD Task Force was also caused by them not being made as professionals, and lacking the attention of the management of the Padang Pariaman District Disaster Management Agency, so many of them worked by not complying with performance targets.

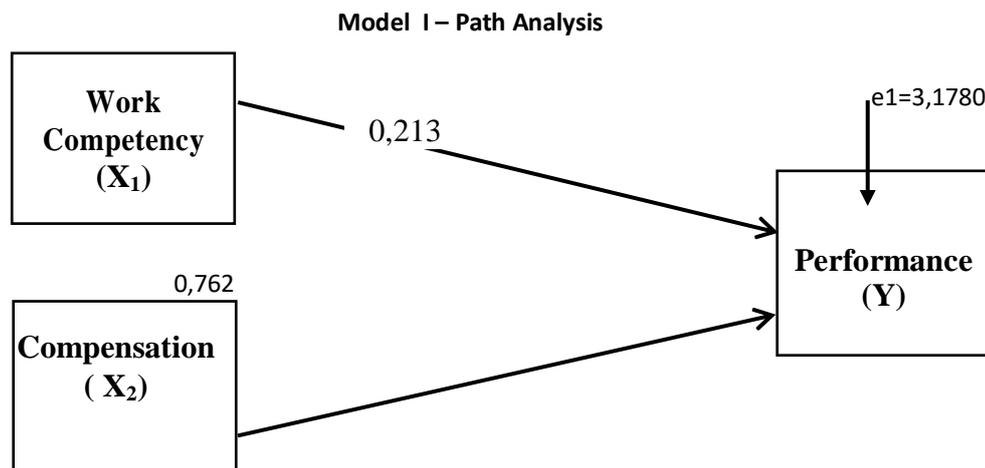
## **2. RESEARCH METHODS**

In this research the method used is an associative research method, because it intends to connect at least between 2 (two) variables . This associative method is a study that looks for the relationship between one variable and another. The two variables are connected between free variables and bound variables (Sugiyono, 2013), where the free variables are Work Competency (X1) and Compensation (X2), as well as work commitment (M) intervening variables.

While the bound variable is Performance (Y). The associative method is descriptive, as it describes the condition of the relationship between variables as is. The sample in this study was 49 officers of the Implementing Unit of the Padang Pariaman Regency Disaster Management Agency. In this study, descriptive analysis, correlational analysis, and regression analysis were used, using the help of SPSS program.

### 3. RESULTS AND DISCUSSIONS

Research using Path Analysis for Model I Path. Multiple linear regression analysis is still used in subsequent research to obtain the coefficient of this model I path with the aim to know whether or not the influence of free variables Work Competency and Compensation on bound variables ( Performance)). Can be seen in the table below:



#### Effect of Work Competency on Performance

In accordance with the results of this study has found that the occurrence of a significant relationship between the analysis of variables above that obtained significant value  $(X1) = 0.034 < 0.05$ . This means that Work Competency (X1) has a significant effect on Performance (Y) while looking at the lowest average value of 2.9592. The lowest average value lies in question 4 (four) which is that in general respondents do not agree in answering the question ". Skills

And The Background Of Education They Have Not Supported The Work ". This means that his skills and education do not guarantee the success of working as an Officer of the Implementing Unit of the Padang Pariaman Regency Disaster Management Agency. With this condition, this research is expected to provide recommendations to the Regional Disaster Management Agency Padang Pariaman Skill there is a fundamental consideration of a person to be placed and the background of education they have because this will support their work day in the future.

In connection with the hypothesis that has been developed where the Work Competency has a significant effect on the Performance of Officers of the Implementing Unit of the Padang Pariaman Regency Disaster Management Agency, the results of statistical analysis using multiple regression show that the first two free variables of Work Competency have a significant influence on the level of Employee Performance. The results of this study give an indication that work competence is so important in explaining the level of performance for all Officers of the Implementing Unit of the Padang Pariaman Regency Disaster Management Agency

The results of this study are relevant to the study or research conducted, Asrul (2012) in his thesis entitled " The Influence of Compensation, Work Competency, and Work Commitment to the performance of Employees of the Department of Transportation Kerinci district found that: There is a positive relationship between the three free variables and has a significant effect on variables tied (Y) performance. This is evidenced by the discovery of the value of R square (  $R^2$  ) is 0.673 or 67.3 %.

### **The Effect of Compensation on Performance**

In accordance with the results of this study has found that the occurrence of a relationship that significantly affects variable Compensation ( $X_2$ ) = 0.000 > 0.05. This means compensation has a significant impact on officer performance. Furthermore, by looking at the lowest value of question number 10 of the research mean of 2.9388, this condition is interpreted that aspects of compensation that should be of concern is that the condition of each employee in general has not felt that what should be obtained in the form of facilities caused by work as employees should be a priority handling problems that must be sought solutions if they want to improve the performance of officers. The results of this study give an indication that compensation is so important in explaining the level of performance for all Officers of the Implementing Unit of the Padang Pariaman Regency Disaster Management Agency

The results of this study are relevant to the study or research conducted bustanuddin (2014) in his thesis entitled "The influence of work commitment, in mediating the relationship between compensation, work competence and performance of employees of the Dharmasraya District Transportation Office" found that variable mediation work commitment mediates the relationship between work competency and performance, as well as edating variables free of both compensation, and has a significant effect on performance. This is evidenced by the discovery of the amount of influence is 64.9% . ( The value of R square R<sup>2</sup> is 0.649).

### **Effect of Work Commitment on Performance**

In accordance with the results of this study has found that the occurrence of a relationship that significantly affects the variable Intervening Work Commitment (M) to performance = 0.000 > 0.05. From the variable analysis above, the value of Work Commitment variable (M) = 0.000 < 0.05. This means that the commitment of work has a significant effect on the performance of the Officer.

Furthermore, by looking at the lowest score of 2.7755 from the results of this study indicated that in general respondents do not agree when it comes to answering the question, "I Am Willing to Work More Than Can Be Expected To Help Organizations Succeed successfully. This should be a priority to handle the problem that must be sought solutions if they want to improve the performance of officers, so that each employee is committed to exceeding the working hours in carrying out tasks in the future.

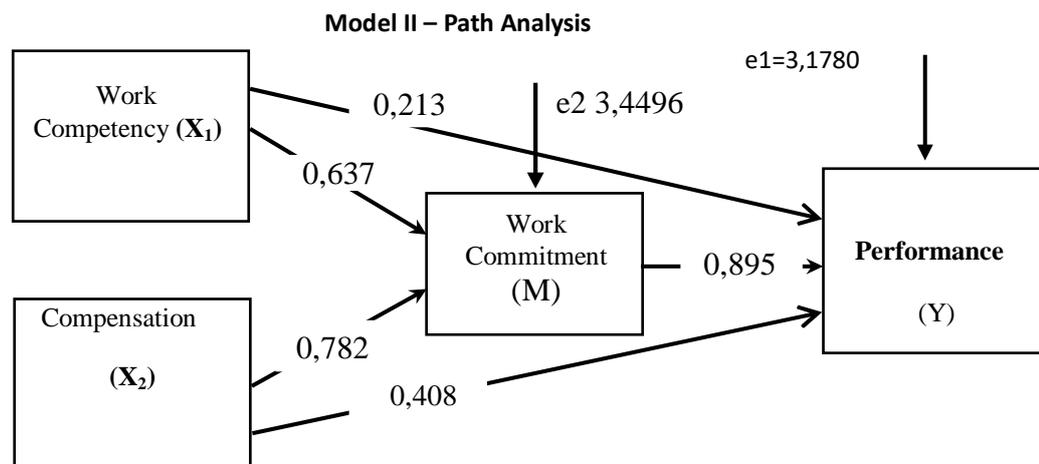
The results of this study are relevant to the study or research conducted fitri (2012) in his thesis entitled "Factors That Affect the Performance of Police Unit Employees Pamong Praja Solok City " found that the first free Variable Work Competency and variable free second Compensation and Variable Free Third Work Commitment has a significant effect on Performance. This is evidenced by the discovery of the amount of influence is 68.9% . ( The value of R square R<sup>2</sup> is 0.689). Perception of previous research when compared with research that examines the same research variables and different objects and locations, so in this study, also suggested about variable Work Competency Compensation and Work Commitment as variable intervening. As stated in this study, it actually strengthens from the results of some previous research

### **Effect of Work Commitment as Intervening Variables of Work Competency, Compensation to Performance**

The results of the study found that Work Commitment as an intervening variable exerts an influence between Work Competency and compensation to the Performance of Subsequent Officers by looking at the lowest value of question item number 6 (six) of 3.1020. In general, not all the work has not been able to be completed properly by employees. This should be a priority for problem management that must be sought solutions if they want to improve the performance of officers so that each employee is committed to complete all the work that they have not been able to complete properly in the future.

Furthermore, the results of this study are relevant to the study or research conducted by Gusni (2019) in his thesis entitled The Influence of Job Satisfaction in Mediating Compensation Relationships, Organizational Support and Task Commitment of MDA Heads throughout Pariaman City. The amount of incentive regression

coefficient is 0.516 with a significance rate of 0.000. The significance is well below 0.05. Thus, it can be interpreted that compensation has a significant effect on the Commitment of Duty (Y) Head of MDA Se-Kota Pariaman or the first hypothesis of this research, Received



#### 4. CONCLUSION

Based on the analysis of data and interpretation that has been submitted, it can be concluded from the results of this research as follows:

1. Based on age variables seen that the majority of respondents of this study are those who are male gender as much as 28 people ( 57.14 % ) , and women 21 people ( 42.86 % ) , and have an income of < Rp. 2.500.000,- as many as 3 people ( 6.12% ) , Rp. 2.500.000, - s.d Rp. 4.500.000,- ( 75.51 %), Rp. 4.500.000,- up to Rp. 6.500.000,- as many as 8 people ( 16.33 % ) , > Rp.6.500.000,- as many as 1 person ( 2.04 % )
2. Work Competency has a significant effect on the Performance of Officers of the Implementing Unit of the Regional Disaster Management Agency of Padang Pariaman Regency
3. Compensation has a significant effect on the Performance of Officers of the Implementing Unit of the Padang Pariaman Regency Disaster Management Agency
4. Work Competency has a significant effect on the Work Commitment of Officers of the Implementing Unit of the Regional Disaster Management Agency of Padang Pariaman Regency
5. Compensation has a significant effect on the Work Commitment of The Implementing Unit officers of the Padang Pariaman Regency Disaster Management Agency
6. Work Commitment has a significant effect on the Performance of Officers of the Implementing Unit of the Regional Disaster Management Agency of Padang Pariaman Regency
7. Work Commitment as an intervening variable provides influence between Work Competency and Performance of Officers of the Implementing Unit of the Padang Pariaman Regency Disaster Management Agency
8. Work Commitment as an intervening variable provides an influence between Compensation and Performance of Officers of the Implementing Unit of the Padang Pariaman Regency Disaster Management Agency

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