

The Influence of Work Commitment on Employee Performance in the West Sumatra Provincial Forestry Service

Ristya Aulya Putri^{1*}, Syahril², Ermita³, Merika Setiawati⁴

¹²³⁴Department of Educational Administration, Padang State University, Padang, Indonesia

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ABSTRACT

This study aims to analyze the effect of work commitment on employee performance at the Forestry Service of West Sumatra Province. Employee performance is the work results achieved by individuals or groups within an organization during a certain period of time in accordance with the duties, authorities, and responsibilities carried out to achieve organizational goals. One factor suspected to influence this problem is work commitment which includes identification, involvement, and loyalty to the organization. This study uses a quantitative approach with a correlational research type. The study population is all employees of the Forestry Service of West Sumatra Province, with a sample determined using proportional stratified random sampling technique totaling 63 employees. Data were collected using questionnaires that have been tested for validity and reliability. Data analysis was carried out using descriptive statistical analysis and simple linear regression. The results of the study indicate that work commitment is in the good category, while employee performance is also in the good category. The results of the regression test indicate that work commitment has a significant effect on employee performance. This finding indicates that the better the quality of work commitment, the better the level of employee performance.

Corresponding Author:

Ristya Aulya Putri

Email: ristyaaulia22@gmail.com

1. INTRODUCTION

Human resources are a strategic factor in achieving organizational goals due to their role in carrying out various operational and service functions. In the context of human resource management, improving employee performance is a primary focus for organizations to achieve work effectiveness and efficiency. High employee performance will boost organizational productivity, improve service quality, and support the achievement of established targets. However, many organizations still encounter problems with low or suboptimal employee performance, which can hinder the process of achieving overall organizational goals.

Performance is crucial for achieving planned goals. Poor performance in carrying out their duties and responsibilities will negatively impact the organization's results. Conversely, if employees perform well and meet expectations, this will positively impact the organization's development and progress. Performance is the result of a person's work, reflecting the quality and quantity of their work. Performance can vary from one person to another due to varying driving factors. (Dewi 2022)

Performance is the result or level of success of a person as a whole during a certain period in carrying out tasks compared to various possibilities, such as work result standards, targets or goals or criteria that have been determined in advance and agreed upon together. (Rahmawati dan Juwita 2019)

One of the factors that influences employee performance in an agency is commitment. Commitment itself is the feelings, attitudes, and actions of individuals in viewing themselves as part of an organizational

entity, being involved in the organization's activities, and demonstrating loyalty to the organization in order to achieve organizational goals. (Syahril 2019)

Commitment is demonstrated through employee attitudes toward the organization's progress. Having employees who are committed to the company is certainly every company's hope. Such employees are expected to contribute to the company's progress, thus optimally achieving its goals. Commitment is crucial for every employee, as it allows them to be more responsible for their work than those who lack it. Committed employees will work with full loyalty to the company. They will work optimally, devoting their attention, thoughts, energy, and time to their work, ensuring that their work aligns with the company's vision and mission. (Ekhsan et al. 2022)

Work commitment is a state of an employee who sides with a particular organization, as well as its goals and desires to maintain its membership in the organization, work commitment has two important components, namely attitude and willingness to behave towards a matter. Attitude is related to identification, involvement and loyalty, while the will depends on the circumstances to behave in the willingness to display effort. (Suharyanto et. al 2020)

Practically, understanding the influence of work commitment on employee performance is crucial because the results can provide a scientific basis for organizational policymakers to design commitment-enhancing programs. Interventions such as training, career development, incentives, creating a conducive work environment, and improving the work evaluation system are strategic steps that can be taken to strengthen work commitment and, ultimately, improve overall employee performance. Based on the background of the problem above, considering that work commitment is suspected to have a direct impact on employee performance, the author is interested in conducting research entitled "The Influence of Work Commitment on Employee Performance at the Forestry Service of West Sumatra Province".

2. METHOD, DATA, ANALYSIS

This study used quantitative methods to assess the influence of work commitment on employees at the West Sumatra Provincial Forestry Service. The population was 97 employees, and the sample size was 63. Sampling was conducted using proportional stratified random sampling. The data collection instrument was a questionnaire structured on a Likert scale. There were five response options: very often (SS), often (SR), sometimes (KD), rarely (JR), and never (TP).

The research phase began with the development of a questionnaire framework, which required guidance from the supervisor in formulating each statement. A pilot test of the questionnaire was conducted with 30 employees outside the research sample.

The results of the pilot test were then analyzed using Microsoft Excel to determine validity and reliability. After testing and analysis, the questionnaires were distributed to respondents, and the collected data were analyzed using SPSS version 27 to calculate the average of respondents' responses using the mean formula. The results were then processed to determine achievement levels using research classifications and categories. Subsequently, classical assumption tests were conducted using normality and linearity tests, followed by simple linear regression, and finally, hypothesis testing using T-test and R².

3. RESULT AND DISCUSSION

Employee Performance

Employee performance is the work results achieved by individuals or groups within an organization during a certain period of time in accordance with the duties, authority, and responsibilities carried out in order to achieve organizational goals. Performance is a function of motivation and ability to complete a task or job, for which a person should possess a certain degree of willingness and ability. (Setyaningrum 2022).

Based on the results of the tabulation of employee performance data, an average score of 4.33 was obtained with a respondent achievement level of 86.5%, so it is in the high category. Seen from the table, the highest average score is in work quality, namely 4.39 with a large percentage of 87.8%, while the lowest average score is in the work quantity indicator, namely 4.26 with a percentage of 85.2%. This means that the performance of employees of the West Sumatra Provincial Forestry Service is good. To find out more details about each indicator, see the following table:

Table 1. Results of Achieving Employee Performance Indicators

No	Indicators	Average	TCR	Classification
1.	Quality of work	4,39	87,8 %	Good
2.	Working quantity	4,26	85,2 %	Good
3.	Punctuality	4,34	86,8 %	Good
4.	Responsibility	4,32	86,3 %	Good
Result		4,33	86,5 %	Good

The table above shows that the highest average score is for work quality, at 4.39, representing 87.8%, while the lowest average score is for work quantity, at 4.26, representing 85.2%. This means that the performance of the West Sumatra Provincial Forestry Service employees is good.

Work Commitment

Commitment is the feeling of identification, loyalty, and involvement demonstrated by employees toward an organization or organizational unit. Commitment to an organization encompasses three attitudes: identification with the organization's goals, involvement in organizational tasks, and loyalty to the organization Syahril (2019). Well-executed work commitment will positively impact employee performance.

Table 2. Results of Achieving Work Commitment Indicators

No	Indicator	Average	TCR	Classification
1.	Loyalty	4,49	89,7 %	Good
2.	Involvement	3,92	78,3 %	Pretty Good
3.	confidence	4,50	90 %	Very Good
Result		4,30	86 %	Good

Based on table 2, it can be seen that performance with loyalty is in the good category with an achievement level of 89.7%, the involvement indicator is in the fairly good category with an achievement level of 78.3% and the trust indicator is also in the very good category with an achievement level of 90%.

The Influence of Work Commitment on Employee Performance

A simple linear regression test analysis was carried out to determine the direction of the influence of the independent variable on the positive or negative dependent variable using the SPSS version 27 application, resulting in the following results:

Table 3. Hypothesis Test of Work Commitment and Employee Performance

ANOVA Table			Sum of Squares	df	Mean Square	F	Sig.
Kinerja Pegawai * Komitmen Kerja	Between Groups	(Combined)	7110,826	27	263,364	7,784	<,001
		Linearity	5729,149	1	5729,149	169,336	<,001
		Deviation from Linearity	1381,677	26	53,141	1,571	,106
	Within Groups		1184,158	35	33,833		
	Total		8294,984	62			

From the results in the SPSS version 27 output table, it is known that the calculated F is 7,784 with a significance level of $0.001 < 0.05$, so from these results it can be said that the work commitment variable (X) has an influence on the employee performance variable (Y). Furthermore, a t-test was conducted to see the significant influence between work commitment and employee performance.

Partial Test (Uji T)

Table 4. Partial Test of Work Commitment and Employee Performance

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	25,571	8,987		2,845	,006
	Komitmen Kerja	,803	,069	,831	11,671	<,001

a. Dependent Variable: Kinerja Pegawai

a. Dependent Variable: Kinerja Pegawai

Based on the SPSS 27 output table, the constant coefficient is 25.571 with a standard error of 8.987. Meanwhile, the regression coefficient for work commitment is 0.803 with an error of 0.069. From the t-value obtained, which is 11.671 for the work commitment variable, it can be seen that the value has a significance level of 0.001. A significance value smaller than 0.05 indicates that the null hypothesis (H₀) which states that there is no influence of work commitment on performance is rejected. In other words, the work commitment variable has a significant influence on employee performance (H_a) is accepted.

In this analysis, the beta coefficient of 0.831 indicates a fairly strong positive correlation between work commitment and employee performance. This means that the higher the work commitment, the better the employee performance. The constant of 25.571 indicates that without the influence of the work commitment variable, the employee performance score at the West Sumatra Provincial Forestry Service would be 25.571.

The conclusion of this (Partial) T-test states that work commitment has a significant and positive influence on employee performance. With a t-value of 11.671 and a significance level of 0.001, it can be concluded that the work commitment carried out by the agency plays a significant role in improving employee performance. The higher the work commitment, the higher the employee performance.

Coefficient of Determination Test

The coefficient of determination is used to predict how much the independent variable (work commitment) contributes to the dependent variable (employee performance) using the SPSS version 27 application, which produces the following results:

Table 5. Coefficient of Determination Test

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,831 ^a	,691	,686	6,486

a. Predictors: (Constant), Komitmen Kerja

Based on the results above, it is known that the coefficient of determination (R Square) is 0.691 which is obtained from the squaring of the correlation coefficient with a value of 0.831 ($0.831 \times 0.831 = 0.691$). The coefficient of determination value means that the work commitment variable has an influence on employee performance of 69.1% while the remaining $100\% - 69.1\% = 30.9\%$ is influenced by other variables that are not carefully examined in this study.

Based on the calculation results above, the previously proposed hypothesis, "Work commitment has a positive effect on employee performance at the West Sumatra Provincial Forestry Service," can be accepted with a 90% confidence level. Therefore, it can be concluded that there is a significant influence between work commitment and employee performance at the West Sumatra Provincial Forestry Service. Therefore, the hypothesis in this study can be accepted.

4. CONCLUSION

Based on the research results and data analysis using simple linear regression techniques, several conclusions can be drawn. Employee performance at the West Sumatra Provincial Forestry Service is good, with a respondent achievement rate of 86.5%. Work commitment at the West Sumatra Provincial Forestry Service is also good, with a respondent achievement rate of 86%. There is a significant positive effect between work commitment and employee performance, at 69.1%. This means that strong work commitment will be followed by increases or changes in employee performance.

These findings confirm that routine and consistent work commitment can bring about changes in employee performance and can improve the quality of employee performance, achieving optimal results.

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