

The Effect Of Personal Types On The Performance Of Employees In Petapahan Lubuk Pakam Office

Devi Amanda Putri

Management Study Program, LMII College of Economics, Jalan Kolam No. 39 Medan Estate, North Sumatra, 20371, Indonesia

Email: 1kellydwiputri04@gmail.com

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ABSTRACT

This research was conducted at Petapahan Lubuk Pakam Village. The purpose of this study was to analyze and determine the effect of employee personality on employee performance. This type of research uses associative research, the population is employees who work in Petapahan Lubuk Pakam as many as 39 employees, sampling is done using saturated samples, so that the number of research samples is 39 respondents. Sources of research data using primary data and secondary data, data collection techniques using literature study, questionnaires and observations. The data analysis technique used validity and reliability tests, simple linear regression, classical assumption tests and hypothesis testing. Based on the results of the study showed that partially personality has a positive and significant effect on employee performance in Petapahan Lubuk Pakam Village. Employee personality has a strong correlation with employee performance, and personality can explain employee performance by 50.2%, and the remaining 49.8% can be explained by other variables such as training, compensation, career development, and so on.

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1. Introduction

The employee's personality is inherent in him from birth or there is a change because life experience and the surrounding environment will guide employees in behaving and showing their characteristics or characteristics with colleagues and superiors. This research was conducted at the Lubuk Pakam Urban Village Office, which is one of the Lubuk Pakam local government agencies serving the community in the area. From the observations made by the author at the Lubuk Pakam urban village office, it can be said that there are some employees who work without following applicable procedures such as in managing ID cards and making family cards [1].

For people who want to finish processing their KTP quickly and not be prolonged, they are required to pay additional money as desired. This condition is because the personality of the family office employees has a friendly nature and can communicate with the surrounding residents. Whereas for sub-district employees who cannot communicate well with residents and have a quiet and introverted nature and do not talk much, taking care of the citizen's ID card is in accordance with the procedure without paying anything, but the time needed is longer while residents need the KTP for administrative purposes [5].

2. Method

The type of research used is associative research with a quantitative approach. Associative research is research that aims to determine the relationship between two or more variables. In this study, the authors wanted to determine the effect of the independent variable, namely personality, and the dependent variable, namely employee performance. This research was conducted at the Lubuk Pakam Village Office which is located at JL. The line for the Lk.1 Petapahan church in North Sumatra. While the time of the research conducted by the author from March to September 2020. population, namely the generalization area consisting of objects or subjects that have certain qualities and characteristics that are applied by the author to be studied and then draw conclusions [7].

The population used in this study were 39 employees who worked in the Lubuk Pakam Village office. Sampling is done using saturated samples because the population is below 100, so that the sample size is the same as the population, namely 39 respondents. The data analysis technique used consists of statistical testing

using statistical data processing programs, namely the SPSS version 20 application program so that it can provide research results to answer the research hypothesis. The data analysis technique used consists of: validity test, test reliability, classic assumption test, test simple linear regression analysis, hypothesis testing (The coefficient of determination, partial test (t) [10].

3. Results and Analysis

3.1 Data Quality Test Results

The following can be presented the results of processing on tabulation of respondents' answers with statistical data processing programs for validity and reliability tests as follows:

a. Validity Test Results

The following can be presented the results of validity testing for personality variables which can be presented in the table as follows:

Table 1.
Validity Test Results

| No. | Variable | r count | Information |
|-------|-------------|---------|-------------|
| 1 | Personality | | |
| | X1.1 | , 684 | Valid |
| | X1.2 | , 648 | Valid |
| | X1.3 | , 598 | Valid |
| | X1.4 | , 339 | Valid |
| | X1.5 | , 598 | Valid |
| | X1.6 | , 533 | Valid |
| | X1.7 | , 589 | Valid |
| | X2.8 | , 684 | Valid |
| 2 | Performance | | |
| | Y1.1 | , 718 | Valid |
| | Y1.2 | , 605 | Valid |
| | Y1.3 | , 603 | Valid |
| | Y1.4 | , 552 | Valid |
| | Y1.5 | , 559 | Valid |
| | Y1.6 | , 484 | Valid |
| | Y1.7 | , 548 | Valid |
| | Y1.8 | , 678 | Valid |
| | Y1.9 | , 685 | Valid |
| | Y1.10 | , 623 | Valid |
| | Y1.11 | , 398 | Valid |
| Y1.12 | , 662 | Valid | |

Source: Primary data processed, 2020

Table 1 shows that all questionnaire items have a Corrected Item-Total Correlation coefficient value > r_{tabel} (0.316), so it can be concluded that all questionnaire items on the performance variable can be declared valid or meet the validity assumption.

b. Reliability Test Results

In the following, the results of validity testing for personality and performance variables can be presented in the following table:

Table 2.
Reliability Test Results
Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| , 848 | 12 |

Source: Primary data processed, 2020

From Table 2 above, the reliability test results for personality and performance variables have a Cronbach's Alpha coefficient value > 0.6, so it can be concluded that all the variables used can be declared reliable, meaning that all respondents provide their answers consistently and are relatively stable between the quesnnares.

3.2. Classical Assumption Test Results

a. Normality Test Results

From the normality test, it shows a significance value (Asymp. Sig. 2-tailed) of 0.396 so it can be seen that the significance value is 0.426 > 0.05 so that the regression model above can be concluded that the residual value is normally distributed and meets the normality assumption.

b. Heteroscedasticity Test Results

It shows that the regression model has points that spread on the Y axis unevenly and does not form a regular pattern or wave, so it can be concluded that the regression model does not occur heteroscedasticity symptoms.

3.3 Results of data analysis

a. Simple Linear Regression

The following can be presented a simple linear regression equation from the results of tabulated data processing, respondents' answers can be presented in the table as follows:

Table 3.
Multiple Linear Regression Test
Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients |
|--------------|-----------------------------|------------|---------------------------|
| | B | Std. Error | Beta |
| 1 (Constant) | 19830 | 5343 | |
| Personality | ,936 | ,153 | ,709 |

a. Dependent Variable: TURNOVER INTENTION

Source: Primary data processed, 2020

Based on the results of multiple linear regression testing, it can be seen in table IV.19 that the following simple linear regression equation can be presented, namely $Y = 19.830 + 0.936X$. The following shows the interpretation results of the simple linear regression equation above, namely:

- 1) Constant value of 19,830, has a fixed value which means that it will improve employee performance in performing tasks of 19,830.
- 2) The personality variable has a coefficient value of 0.936 and is positive, meaning that if there is an increase of one point in personality, it can increase the performance of employees in Lubuk Pakam Village by 0.936 units.

3.4 Hypothesis Test Results

a. Partial Test Result (t test)

The following can be presented the partial test results of the tabulated data processing results of respondents' answers can be presented in the table as follows:

Table 4.
T Test Results
Coefficients^a

| Model | t | Sig. |
|--------------|-------|------|
| 1 (Constant) | 3,711 | ,001 |
| Personality | 6,107 | ,000 |

a. Dependent Variable: performance

Source: Primary data processed, 2020

On researchThe number of samples used is $n = 39$ and the value of $df = n - k = 39 - 2 = 37$, then the value of the coefficient t table = 1.687 is significant at 0.05, while the value of the coefficient tcount = 6.107 is significant at 0.000. Thus, from table IV.10 it can be concluded that personality has a positive and significant effect on employee performance in Lubuk Pakam village($tcount > ttable$, $6.107 > 1.687$ at a significance of $0.000 < 0.05$) whether the H1 research hypothesis is accepted.

b. Result of Determination Coefficient Test (R²)

The following can be presented the results of testing the coefficient of determination from the tabulated data processing results of respondents' answers can be presented in the table as follows:

Table 5.
Coefficient of Determination
Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------|----------|-------------------|----------------------------|
| 1 | ,709a | ,502 | ,489 | 348403 |

a. Predictors: (Constant), WORKING ENVIRONMENT, COMPENSATION

Source: Primary data processed, 2020

Based onThe results of the determination coefficient test in Table 6 show the coefficient of determination R square (R²) of 0.709, this indicates that personality has a strong correlation with



employee performance in Lubuk Pakam sub-district. The employee's performance can be explained by the personality of 50.2% (0.502 x 100%), while the remaining 49.8% can be explained by other variables outside the scope of the research that was not carried out.

3.5. Discussion

Based on the results of statistical tests conducted, it shows that partially the employee's personality has a positive and significant effect on employee performance when performing their duties. The results of this study can be shown from the partial testing carried out ($t_{count} > t_{table}$, $6.107 > 1.687$ at significant $0.000 < 0.05$). Thus, it can be conveyed that the existence of employee personalities in the Lubuk Pakam village environment plays an important role when performing their duties. With a good, friendly and fun personality, employees can work together and coordinate with colleagues and superiors so that implementation can run smoothly and provide maximum work results for the progress of Lubuk Pakam village.

In addition, with the majority of male employees as much as 56.41% with undergraduate education of 41.03% so this condition shows that dominant male employees will prioritize rational and logical thinking compared to female employees and high school and Diploma-3 education. . This difference will certainly determine the extent to which the personality of each employee when performing their duties so that these differences also affect the implementation of duties and the results that can be given to the Lubuk Pakam village.

Based on research conducted by Sya'baniah, et al (2019), it is stated that personality has a positive and significant effect on the performance of the Ciamis District Social Affairs Office employees. Fatmawati (2019) also stated that the employee's personality at work can have a significant effect on employee performance. Thus, from the results of the above research it can be said that there is relevance and compatibility between the results of research conducted by the author and previous research, so that it can be said that the better the employee's personality at work, the better the work results that can be given for the progress and smoothness of the Lubuk village Expert in serving the interests of the community.

4. Conclusion

Based on the results of the statistical test and the explanation given above, the following conclusions can be made, namely:

- a. Partially employee personality has a positive and significant effect on employee performance in Lubuk Pakam Village.
- b. Employee personality has a strong correlation with employee performance in performing tasks in Lubuk Pakam village. The employee's performance can be explained by the personality of 50.2%, and the remaining 49.8% can be explained by other variables outside the scope of the research that was not carried out.

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