

## Conference Paper

# UM Education Performance Measurement Using Empowerment As Predictor Variable

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## Abstract

There are two research variables in this study including the performance of the employees as a Independent variable and employee empowerment is a predictor variable. The purpose of this research is to understand the impact of employee empowerment variables affecting employee performance. The study entered into a quantitative descriptive research category using regression analysis techniques. The subject in this study was an employee of the education personnel of the Universitas Negeri Malang with 656 population, of course this amount is more than adequate to be researched. The thing behind this research is one because the Universitas Negeri Malang has made fundamental changes in order to improve the management of institutions, such as remuneration for both lecturers and education personnel. These fundamental changes must necessarily be followed by an increase in the performance of employees (lecturers and education personnel). The techniques in sampling used in this study use the sample of the invite with the proportion to be obtained by 260 samples. The method of data collection is doing by interview techniques, questionnaire/questionnaire, documentation, and observation. Where the results of observations show that the mechanism of empowerment of employees is less effective in improving employee performance.

**Keywords:** Employee empowerment, employee performance

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## 1. Pendahuluan

The Era of globalization that is growing in various aspects of human life gives a significant impact on the industries in Indonesia, especially in the context of the service and manufacturing industries. This condition, forcing the organization to characterize and excellence in terms of product quality, service, cost, or human resources are professional. One of the ways companies to cope this competition by managing optimally the human resources they have. Human is an important and invaluable asset that the company must have because of its ability to carry out corporate management activities. To maintain and improve the quality of resources, it is necessary to improve their skills and competence. Empowering employees is one of the most strategi to produce excellent and competitive employees. According to Brown and Harvey [34] defines

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"employee empowerment as a process of giving staffs or employees the authority or power to make decisions about their own job". Empowering employees is a process of granting authority or power to make decisions relating to their work. Besides, Ongori [25] argues "empowerment refers not only to have power or authority to make decision and act, but also to have higher level of responsibility and accountability". So, employee empowerment is a significant and strategic thing for every organizational activity process to realize performance as expected. With empowerment, employees will demonstrate the ability to take initiative, the more productive, the job satisfaction will increase so that the performance will be more qualified. The employee empowerment indicator [34], [9] which is a combination of four components, is:

1. *Power*, Power is related to the resources, delegates and authority given to employees.
2. *Information*, Employee access to data relating to organizational objectives and strategies, and active involvement in the decision-making process, clarifying individual roles and feedback gained from managers, subordinates and co-workers.
3. *Knowledge*, a process group where employees share relevant information, knowledge and ideas about their work.
4. *Rewards*, the benefits given by the company to employees in the form of financial and non-financial.

Performance can be observed from employees' ability to complete the work and responsibilities given. Every employee has a difference in every job done. Supervisors, have a responsibility to assess how well the work performed by employees of quality, quantity, attendance and others. The above are also shot at the Universitas Negeri Malang (UM) (UM). UM as part of the largest college in Indonesia has as many as 977 lecturers and 656 education personnel have carried out various fundamental changes in the framework of improving the management of institutions; These changes include the application of remuneration for both lecturers and education personnel. These fundamental changes must necessarily be followed by an increase in the performance of employees (lecturers and education personnel).

This research is devoted to educational resources with the consideration that the workforce is a support system that is very close to the main work in a college especially related to the various changes that have been Done by UM as described above. The UM effort by giving remuneration of education personnel aims to motivate work that

ultimately improve the performance, ranging from the lowest educated power, position/position lows low to the highest. Likewise, the institutional management improvement efforts that have been carried out, certainly have a goal to improve the performance of existing education will eventually improve the quality of service. The noble goal seems to have never done assessment through research related to the extent to which the efforts have been made to provide a quality impact on employee performance.

Based on the explanation, the researcher is very necessary to implement the research related to the above conditions, therefore the research that will be conducted titled "Measurement of the performance of UM education with empowerment as variable Predictors".

## 2. Metode

In a methodology and according to the data types and analysis applied, this research draft uses quantitative research methods because the analysis of the research data aims to test the hypothesis over the observed variables has been set. According to its definition of clarity, this research is an associative research that has a purpose to know the relationship of two or more variables. As per conceptual design, this research uses linear regression analysis. Where with such techniques will be known effect of Independent variables against dependent variables. In this research, will examine the Independent variable where the variables in question are the employee empowerment (X) and performance variable (Y) variables. As for the relationship between the variables as in the following image:

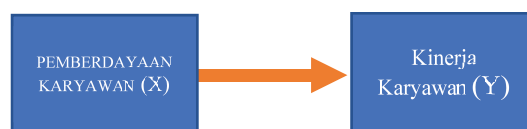


Figure 1: Research Framework.

### 2.1. Populasi dan Sampel

#### 2.1.1. Populasi

Sanusi (2011) says that the population " is a whole set of elements that demonstrate certain traits that can be used to make " conclusions. Where the set of elements shows the amount, while the traits demonstrate the characteristics of the group. The population

in this study is an employee of the education of the Universitas Negeri Malang (UM) for 656 people.

### 2.1.2. Sampel

Samples are the smallest part of the population representing the overall population. In Sugiono (2008) [33] It is stated that the sample is "a part of the amount and characteristics of the population". The types of samples applied in this study used a proportional (Proportionate Stratified Random Sampling) sample, wherein sampling was taken into account the strata in the population. This is performed when population members are considered not homogeneous.

The research was taken from the employee population of the University of Malang, 656 people. Then to facilitate the calculation obtained samples of a number of 260 people. Since this research implements the Proportionate stratified random sampling method, it should be known the number of samples on each of the work units to represent the entire population. In this case, researchers should identify the number of population and samples in terms of the last education of employees of educational personnel.

## 2.2. Research Instruments

A research instrument is a tool used to measure natural and social phenomena observed [33]. The research instruments raised are distributed by distributing questionnaires. Poll or questionnaire is a technique used for data collection through the compiled question list mechanism which is then filled by the respondent where the question has been provided the answer. In this study, the type of poll or questionnaires used is a type of enclosed questionnaire, where the question is provided by the answer using Likert scale. By using this scale, the variables to be measured are defined as multiple indicators. These measured indicators become the starting point for creating instrument items in the form of questions or statements that respondents need to answer. In this case there are 2 instruments used by researchers:

1. Instruments for measuring employee empowerment.
2. Instruments for measuring employee performance.

The variables used in the research can be observed in the table below:

TABLE 1: Variabel Indicators.

Variabel	Indikator	No. Item
Variabel bebas:	1. <i>Power</i>	1, 2, 3, 5, 9,
Pemberdayaan Karyawan (Y)	2. <i>Information</i>	4, 10,
Demirci, Erbas (2003)	3. <i>Knowledge</i>	6, 7, 8,
Variabel Terikat:	1. <i>Quality</i>	1, 2,
Kinerja (X)	2. <i>Quantity</i>	3, 4, 6
Dharma (2003)	3. <i>Punctuality</i>	5, 7, 8, 9, 10

Source: researcher

Questionnaire or poll in a study requires a scale of measurement. While to see if the research instrument has valid and reliable data, it is necessary to do the validity test and the reliability test

### 2.3. Validity Test

Validity is what indicates the validity of an instrument. The validity of the instrument is determined by correlate between the score obtained by each question or statement. [33] explained that "“ when correlation under 0.30 can be concluded that the instrument is invalid so that it must be repaired or disposed of “. With the explanation above, it can be concluded that the correlation between grain score and total score is more than 0.30 then the instrument is considered valid and can be used for research. The validity test of this study by the way of the corrected value of total corelation items should be greater than in Aplha 0.1. This validity test is implemented with the help of SPSS 23.00 for Windows Program

### 2.4. Reliability Test

The reliability calculation is done against the valid validity test result item. How to measure reliability by using Aplha Cronbach. Calculations are done using the help of SPSS 23.00 forwindows. This reliability test is considered reliable when the Alpha Cronbach > 0.60.

## 2.5. Collecting Data

The techniques of data collection conducted by researchers in this study by means of surveys, namely by collecting data where researchers ask questions to respondents both oral and written form, among others by:

### 2.5.1. Interview method

Interviews are data collection techniques using questions directly on the subject of research. In this study, researchers conducted interviews against some employees who were samples of a number of populations. In this method, researchers acquire the company's real-state data.

### 2.5.2. Poll methods or questionnaires

The poll method used in this study forms a number of written questions that are used to obtain information and data about the variables researched. In this study, researchers used the type of closed questionnaire that the respondent just chose the answer because in the questionnaire already provided the answer options. In this method, researchers obtain data about the variables to be measured.

### 2.5.3. Documentation

The documentation method is used to know the data about the history, the number of employees, job descriptions, organizational structure and others in the employees of the education of the Universitas Negeri Malang (UM).

### 2.5.4. Observation

This method combines the observation and memory process where researchers observe the environment that is the object of research. The environment in question can be either environmental condition or climate of corporate organization.

### 3. Result

#### 3.1. Validity

After the validity test is made, it can be noted that the correlation between the bullet score and the total score of more than  $0.70 > 0.1$  is greater than the value of the item corrected the total correlation then the Instru-Men item is considered valid and can be used for research.

TABLE 2: Validity of Empowerment.

Item-Total Statistics	
	Corrected Item-Total Correlation
inst1	.245
inst2	.642
inst3	.696
inst4	.546
inst5	.521
inst6	.549
inst7	.653
inst8	.516
inst9	.537
inst10	.524

Source: researcher

While the validity test of a Independent variable (x) Employee performance indicates that the correlation between the bullet score and the total score of more than  $0,2 > 0.1$  more greater than the value of the item corrected total correlation then the Instrument item is considered valid and can be used to Research.

#### 3.2. Reliability

Based on the reliability calculation is done on the question of valid validity test results. Aplha Cronbach Variable employee empowerment (x) has a value of 0.853 greater than 0.60 thus the data has a highly reliable category of reliability.

TABLE 3: validitas (Item-Total Statistics).

	Corrected Item-Total Correlation
soal1	.756
soal2	.597
soal3	.707
soal4	.783
soal5	.796
soal6	.685
soal7	.605
soal8	.183
soal9	.529
soal10	.796

Source: Researcher

TABLE 4: Employee performance Reliability.

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.748	.853	11

Source: Researcher

### 3.3. Employee Performance Test Table (Y)

While the reliability of variable performance employees pointed out that, variable performance employees have a value of Cronbach Alpha Sebesar0,764 greater than 0.6 which means that the employee performance variable is still in the data level with good reliability.

TABLE 5: Employee Empowerment Reliability.

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.764	.904	11

Source: Researcher



### 3.4. Analysis

Regression test was conducted to measure the contribution of the employee empowerment to employee performance, especially in the environment of Universitas Negeri Malang which has different coordination style and work pattern, following calculation result SPSS acquired by researchers after data collection shows:

TABLE 6: Table Coefficient.

Model		Unstandardized Coefficients		t	Sig.
		B	Std. Error		
1	(Constant)	10.713	1.812	5.911	.000
	Pemberdayaan Karyawan	.736	.047	15.654	.000

a. Dependent Variable: Kinerja Karyawan

Source: Researcher

Based on table coefficients can be explained that the employee empowerment variable has an influence coefficient of 0.736 with an alpha significance of  $0,00 < 0,05$ . In line with the assumption that employee empowerment contributes to the mobilisation of employees performance only in UM employees still have a small coefficient of influence compared to other variables that are not observed. So it can be known that the pattern Employee empowerment has a considerable impact on employee performance. If formulated, Independent variable and Dependent variables that are in the analysis have regression functions as,

$$Y = a + B1X1 + e$$

Or

$$Y = 10.713 + 0.736(X1) + e$$

### 3.5. t-test

Based on the table coefficients the entire observable variable has an alpha significance below 0.05, thereby inferred by the entire observational variable has influence on the employee performance variable.

## 4. Conclusion

Based on the results of the research, we can be concluded that employee empowerment has a small influence on employees performance. This happens because other variables besides the observation variable have a more significant impact than the observation variable. Referring to another reference, the other variable can be made possible in the form of compensation and compensation variables that can be used in the future for future research observations.

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