

The Influence of Job Descriptions and Job Specifications on the Performance of Makassar City Regional Drinking Water Company Employees

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Abstract

This research aims to determine the effect of job descriptions and job specifications on the performance of Makassar City Drinking Water Company employees. The type of research used in this research is quantitative. The sample used in this research was 77 respondents. The data collection technique uses a questionnaire technique. The data analysis technique used to test the hypothesis is multiple linear regression and the t test (partial test) which is processed using statistical calculations via the Statistical Package for the Social Science (SPSS) version 26. The results of the study show that Job Descriptions have a positive and significant effect on Employee Performance at the Makassar City Regional Drinking Water Company as evidenced by the Job Description regression coefficient (X1) of 0.453 and a calculated t value of 8.993 > t table 1.665 with a significance value of 0.000 < 0.05. And Job Specifications have a positive and significant effect on the Performance of Employees of the Regional Drinking Water Company of Makassar City as evidenced by the Job Specifications regression coefficient (X2) of 0.261 and a calculated t value of 2.763 > t table 1.665 with a significance value of 0.007 < 0.05.

Keywords: *Descriptions, Job Specifications, Employee Performance*

INTRODUCTION

The current era of globalization has had a huge impact on human life, both positive and negative. At least the impact of globalization has created various opportunities for the wider community. Those who take advantage of this opportunity will be successful in improving their welfare. Globalization has also given rise to competition in terms of human resources (HR). Competition also occurs at the corporate level, where companies begin to compete to obtain quality human resources, master technology and adequate information (Hairina 2013).

The company functions well if HR can do their respective jobs and there is no duplicate work that disrupts the work process. Companies must have job descriptions so that employees can understand their duties and responsibilities at work. Employee job descriptions are very important for the continuity of the employee's work. The company can run well when employees can carry out their work clearly and concisely, and do not have multiple roles that can interfere with service delivery. Companies must have job descriptions so they can understand what their duties and responsibilities are at work (Kervin 2023).

Job descriptions are very necessary in every company and organization. An organization has reasons why it must exist, why it is held and what goals must be achieved. Every organization or company has its own goals or vision and mission that it wants to achieve. One of these achievements is through job descriptions. A leader must be able to work together with employees, and vice versa, employees must also be competent in the job description that

has been given to them with a full sense of responsibility in carrying out their duties properly and correctly. (Hasibuan 2020) having this job description will create reliable employee performance in their respective fields. So if the job description is not good it will affect the employee's performance in the future.

Not only aspects of the job description, job specifications also influence employee performance. (Siamsa and Merauke 2021) report that work specifications are the minimum quality performance requirements that employees accept in order to be able to do their work correctly and effectively. Job specifications are developed from job descriptions by responding to questions about the characteristics, character, learning, experience and other aspects of the person who wants to carry out the task well. Universally, job specifications require requirements to carry out the job well. These requirements can be stated as skills that are suitable for the job, having the knowledge to be able to carry out the task, being able to carry out the work, the employee knowing himself, and recognizing attention. Work specifications are the criteria for each employee and display the qualities needed for better results. If work specifications run smoothly and effectively, performance will also continue to increase. (Mangasa Panjaitan 2021) "Employee performance influences what employees do or don't do, which influences how involved they are with the company including, among other things, the quality of spending, the amount of money spent, the time frame of spending, workplace presence, and collaborative behavior." In achieving the company's goal of meeting community needs, the Makassar City Drinking Water Company should be able to provide the best performance. Both service performance and employee performance. If the performance of employees at the Regional Drinking Water Company of Makassar City is good, then in the future the company's performance will also increase.

After looking at the conditions that occurred at the Regional Drinking Water Company of Makassar City, problems were found related to job descriptions and work specifications that were not appropriate. It can be seen from the phenomenon of problems related to job descriptions that there are still employees who do not understand what they are doing at work. due to not understanding the job description given to employees.

Apart from the problem of job descriptions, there are various problems with job specifications that are not appropriate, such as employees having to hold concurrent positions because superiors are often not there and hand over the work to ordinary staff so that it appears that their job descriptions do not match the job specifications given. There are still many employees who do their superiors' work because their superiors are not present, which they are not supposed to do, so they do it. Based on the background of the problem above, the author conducted research with the title "The Influence of Job Descriptions and Job Specifications on the Performance of Employees of the Regional Drinking Water Company of Makassar City".

RESEARCH METHODS

The type of research used is quantitative descriptive research. Quantitative descriptive research is a type of research that obtains results through the use of statistical procedures or measurements. The data used in this research is quantitative. Quantitative data is a type of research data in the form of numbers and analysis using statistics. The data sources used in this research are primary data and secondary data. The population in this study was all employees at the Regional Drinking Water Company of Makassar City, totaling 77 people. And the sample used in this research was all employees of the Makassar City Regional Drinking Water Company who were the targets of the research, totaling 77 people. The data collection methods used in this research are observation, questionnaires and documentation. To answer the research objectives, multiple regression analysis was used. Multiple linear regression test is a tool for analyzing the relationship between two or more independent variables. And a hypothesis test or t test is carried out to determine whether the independent variables job description (X1) and job specifications (X2) have a partial effect on the dependent variable, namely employee performance (Y). The test uses a significant value (α) of 0.05 or a confidence level of 95%.

RESULTS AND DISCUSSION

A. Research Result

Multiple Linear regression Analysis

Regression analysis is a statistical technique that is useful for examining and modeling relationships between variables. Multiple regression is often used to overcome regression analysis problems that result in the relationship of two or more independent variables. The results of multiple linear regression analysis in this study are as follows:

Table 1. Results of Multiple Linear Analysis

| Model | | Coefficients ^a | | | | |
|-------|--------------------|-----------------------------|------------|---------------------------|-------|------|
| | | Unstandardized Coefficients | | Standardized Coefficients | t | sig |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 13.900 | 5.983 | | 2.323 | .023 |
| | Job Decriptions | .453 | .050 | .701 | 8.993 | .000 |
| | Job Spesifications | .261 | .094 | .215 | 2.763 | .007 |

a. Dependent Variabel: Employee Performance

Source: *prima data processed with SPSS 26 (2024)*

From table 1, the multiple linear regression equation is obtained as follows:

$$Y = 13.900 + 0.453 X_1 + 0.261 X_2 + e$$

- $a = 13,900$ is a constant value, if the values of X_1 and X_2 are considered 0 then the value of employee performance is 13,900.
- $b_1 = 0.453$, meaning that the job description variable has a positive effect on employee performance. If the job description is clearer, employee performance will increase.
- $b_2 = 0.261$, meaning that the work specification variable has a positive effect on employee performance. If the work specifications are appropriate, employee performance will increase.

Hypothesis testing

The t test is used to test one of the hypotheses in research that uses multiple linear regression analysis. The t test is used to partially test each variable with two-tailed test criteria.

Table 2. Partial Test Results (t Test)

| Model | | Coefficients ^a | | | | |
|-------|--------------------|-----------------------------|------------|---------------------------|-------|------|
| | | Unstandardized Coefficients | | Standardized Coefficients | t | sig |
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 13.900 | 5.983 | | 2.323 | .023 |
| | Job Descriptions | .453 | .050 | .701 | 8.993 | .000 |
| | Job Spesifications | .261 | .094 | .215 | 2.763 | .007 |

a. Dependent Variabel: Employee Performance

Source: prima data processed with SPSS 26 (2024)

The basis for decision making is if $t_{count} > t_{table}$ (1.665) and the sig value < 0.05 then it can be said that variable X has a positive and significant effect on variable Y. Based on table 2 above, the partial test results can be explained as follows:

1. Job Descriptions (X_1)

The results of testing with SPSS for the job description variable (X_1) on employee performance (Y) obtained a t_{count} value of $8.993 > t_{table}$ 1.665 and a sig value. $0.000 < 0.05$ then H_0 is rejected and H_a is accepted. This means that there is a significant influence of job descriptions on employee performance.

2. Job Spesifications (X_2)

The test results with SPSS for the work specification variable (X_2) obtained a t_{count} value of $2.763 > t_{table}$ 1.665 and a sig value. $0.007 < 0.05$ then H_0 is rejected and H_a is accepted. This means that there is a significant influence of work specifications on employee performance

B. Discussion

1. The Effect of Job Descriptions on Employee Performance

Based on the results of the linear equation test, a constant value of 13,900 is obtained, meaning that if X (job descriptions) does not change or has a value of zero (0), then variable Y (employee performance) remains at 13,900. Meanwhile, the job description regression coefficient value is 0.453 (positive) indicating that job descriptions have a positive effect on employee performance.

If employees want to have a job that suits their abilities, they must utilize the three main indicators in the job description. So that they have abilities that are in accordance with what is placed in their field of work. Employees who have mastered their field of work will have an influence on performance in an agency. In the sense that if the work ability is good, the employee's performance will also increase and conversely, if the work ability is poor, the employee's performance will decrease.

The results of this research are supported by research conducted by Jeni Maria Pinem (2019), with the title "The Influence of Job Descriptions and Position Specifications on the Performance of North Sumatra Bappeda (Regional Development Planning Agency) Employees". The research results show that based on the results of the t test it can be seen that the t count for the job description variable of 6,990 is greater than the t table of 1,697 with the probability of t being sig 0.000, which is smaller than the significance limit of 0.05. Based on these values, the job description variable has a positive and significant effect on the performance variable. In the position specification variable of 7,383 which is more than t table of 1,679 with a probability t of sig 0.000 which is less than the significance limit of 0.05, then the position specification variable partially has a positive and significant influence on performance.

2. Influence of Job Specifications on Employee Performance

Based on the results of the linear equation test, a constant value of 13,900 is obtained, meaning that if X (work specifications) does not change or has a value of zero (0), then variable Y (employee performance) remains at 13,900. Meanwhile, the work specification regression coefficient value is 0.261 (positive) indicating that work specifications have a positive effect on employee performance.

If employees want to do work that is appropriate to their field of work, they must utilize the three main indicators in the work specifications. Employees who carry out their work in accordance with the field of work assigned by a company will have an influence on performance in an agency. In the sense that if employees do work according to their field of work, employee performance will also increase and conversely, if employees do not do work according to their field of work, employee performance will decrease.

The results of this research are supported by research conducted by Riska Amelia Saputri (2022), with the title "The Influence of Job Descriptions and Job Specifications on Employee Performance at PT Baruga Asrinusa Development Makassar". The research results show that 1) Job descriptions partially have a positive and significant effect on employee performance at PT Baruga Asrinusa Development Makassar, 2) Job specifications partially have a positive and significant effect on employee performance at PT Baruga Asrinusa Development Makassar.

CONCLUSION

Based on the results of previous research and discussion, it can be concluded that:

1. Based on the results of the t test and significant values, it can be seen that the job description (X1) has a positive and significant effect on employee performance at the Regional Drinking Water Company of Makassar City. This means explaining that if the job description improves, employee performance will also increase.
2. Based on the results of the t test and significant values, it can be seen that work specifications (X2) have a positive and significant effect on employee performance at the Makassar City Regional Drinking Water Company. This means explaining that if work specifications increase, employee performance will also increase.

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