

The Effect Of Job Description On Employee Performance At The Office Of The Regional Revenue Agency Of Tual City

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Abstrak

This study aims to determine the effect of Job Description on employee performance at the Tual City Regional Revenue Agency Office. The types of data used in this study are primary data and secondary data. The research instrument used in this study used the Likert scale method. Based on the results of data research using statistical calculations through the Statistical for the Social Science (SPSS) application regarding the Effect of Job Description on Employee Performance, the author can conclude that Variable X, namely Job Description, has a positive and significant effect on Employee Performance with a Job Description (X) coefficient value of 0.393 and a calculated t value of 2,836 $t >$ table 2.021 with a significant value of $0.007 < 0.05$.

Keywords: Job Description, Employee Performance

INTRODUCTION

Very high performance is evidence of very high human resources. Performance is the result of a person's work as a whole carrying out and completing tasks within a certain time. These tasks include predetermined targets or goals. To be successful, a businessman must know how to manage human resources in his company. According to (Nur Waasi., 2021) human resource management is the process of handling various problems related to employees, staff, laborers, managers, and other workers involved in a company, company managers must understand their human resources well so that they can be placed properly in the company. According to (Nur Waasi 2021) human resource management is the process of handling various problems related to employees, staff, laborers, managers, and other workers involved in the company, company managers must understand their human resources well so that they can be placed properly in the company.

Job Description can also be interpreted as a list of jobs that explain the tasks and responsibilities that employees must do. According to Handayani, Syawaluddin, Okta and Goh (2022) Job Desk is a list of tasks and responsibilities related to a particular job. This note contains information about what must be done to complete the job. To ensure that employees who are given the task can complete it properly and correctly, they must understand the types of tasks and responsibilities.

Performance is a very important thing and must be considered by management. Performance is the result of work done by both individuals and groups. According to Moehariono (2012) Performance or achievement is a term used to describe the level of achievement of the implementation of program activities or policies in realizing the goals, objectives, visions, and missions of the organization, which are outlined in the company's strategic planning.

The Regional Revenue Agency (Bapenda) Office of Tual City is responsible for the

management and collection of taxes in the area. As an important government institution, the Bapenda Office must carry out its duties quickly and effectively. One important factor in achieving this goal is the placement of the right employees according to the job desk or tasks that must be carried out so that performance remains stable. According to Wirawan (2009) performance is an abbreviation of work energy kinetics whose equivalent in English is performance. Performance is the output produced by the functions or indicators of a job or profession within a certain time.

RESEARCH METHODS

This study uses a quantitative descriptive research type, namely research that describes actual subjects or objects without maintaining real conditions or based on field findings. (Sugiyono 2012: 13 in Iyus Jayusman, Oka Agus Kurniawan Shavab 2020: 15) explains that descriptive research is research conducted to determine the value of independent variables, either one or more variables (independent) without making comparisons, or connecting with other variables. This research was conducted at the Tual City Regional Revenue Agency Office on Jln Said Perintah no 3 Tual City. The research is estimated to be conducted for 2 months, starting from November 2023 to January 2024.

RESULT AND DISCUSSION

A. Research Result

1. Reliability Test

Table 1. Reliability Test

No.	Variable	Cronbach's Alpha	Reliability Standards	Information
1.	<i>Job Description</i>	0,850	0.60	Reliable
2.	Employee Performance	0,849	0.60	Reliable

Source: Results of data processing IBM SPSS Statistics, 2023

From the table above, it can be said that the calculation results of each Job Description (X) variable with a Cronbach's Alpha value of 0.850 and the Employee Performance (Y) variable with a Cronbach's Alpha value of 0.849, it can be concluded that the variables above are said to be valid, because they have a Cronbach's Alpha value > 0.6 .

2. Partial Test

Table 2. Partial Test Results
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	26,117	4,973		5,252	0,000
	Job Description	0,393	0,139	0,409	2,836	0,007

a. Dependent Variable: Employee Performance

Source: Results of data processing IBM SPSS Statistics , 2023

Based on the table above, t count > t table (2.836 > 2.02108) and the significant value for the Job Description variable < 0.05 (0.007 < 0.05), it can be concluded that the hypothesis is accepted, which means that Job Description has a positive and significant effect on Employee Performance at the Tual City Regional Revenue Agency Office.

3. Determination Test

The The coefficient of determination is a statistical measure used in regression analysis to measure the extent to which variability in the dependent variable (Y) can be explained by the independent variable (X) in the regression model. The following are the results of the Regression Coefficient test:

Table 3. Determination Test

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.409 ^a	0,167	0,147	4,24478

a. Predictors: (Constant), Job Description

Source: Results of data processing IBM SPSS Statistics, 2023

The results of simple regression show that the value of the coefficient of determination is 0.167, meaning that the Job Description variable is able to explain the variation of employee performance variables by 16.7% and the remaining 83.3% is influenced by other factors that were not studied.

B. Discussion

The results of this study statistically can be seen clearly that variable X has an effect on variable Y. The effect given is significant. These results are in accordance with the hypothesis that has been proposed. The results of this study are also in accordance with the results of previous studies. The explanation of each variable's influence is explained as follows:

The results of this study took a sample of 42 respondents from the distributed questionnaires consisting of 20 male respondents and 22 female respondents. Based on the data above, the majority are male, where most are aged 27-34 years, most of the employees of the

Reyhan Square Hotel who were respondents in this study graduated from S1 education, most of whom are married.

From the results of the study, it was obtained that Job Description has a positive and significant effect on employee performance at the Tual City Regional Revenue Agency Office. The results of calculations through data analysis showed a positive effect between Job Description and employee performance at the Tual City Regional Revenue Agency Office. Then from the partial test results (t), it showed a significant effect between Job Description and employee performance at the Tual City Regional Revenue Agency Office, which was obtained by t count greater than t table ($2.836 > 2.02108$) with a significant level of 0.007 smaller than the standard value of 0.05. So it can be interpreted that based on the t test, it shows that Job Description has a positive and significant effect on employee performance at the Tual City Regional Revenue Office.

So, to achieve optimal performance, it is important to have a clear and detailed job description for each position, a good job description helps in establishing the right scope of duties for each employee, reducing confusion and conflict that may arise.

Management should regularly review and update job descriptions to ensure that they reflect changes in employee duties and responsibilities and to identify and address overlapping duties. Managing overlapping duties requires effective communication between departments and employees, as well as good coordination in assignments and placement of tasks.

The results of this study are supported by research from Diana Y (2022), entitled "The Influence of Job Description on Employee Performance in the Catering Department at the Gand Ion Delemen Hotel, Malaysia". The results of this study indicate that the two variables in this study have a strong relationship, meaning that job descriptions have a very strong relationship with employee performance, so it can be seen that job descriptions have a partial effect on employee performance.

CONCLUSION

This study aims to determine the Influence of Job Description on Employee Performance at the Regional Revenue Agency Office of Tual City. Based on the results of the study and discussion, the author can conclude that Variable X, namely Job Description, has a positive and significant effect on Employee Performance.

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