THE EFFECT OF COORDINATION FUNCTIONS ON EMPLOYEE EFFECTIVENESS AT THE REGIONAL SECRETARIAT OF OKU EAST REGENCY

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Abstract : *The interaction between various resources must be managed properly so that it can achieve the target effectively and efficiently through good coordination between the leadership and employees as well as between the employees themselves. Likewise, the problem faced by the Regional Secretariat of East OKU Regency is how the effect of the coordination function on the effectiveness of the work of employees, while the purpose of this study is to determine the effect of the coordination function on the effectiveness of the work of employees at the Regional Secretariat of East OKU Regency. The hypothesis proposed is that the coordination function has a strong effect on the work effectiveness of employees at the Regional Secretariat of East OKU Regency. From the calculation results obtained r = 0.099, after consulting with a conservative standard, it turns out that 0.099 lies between 0.000 - 0.199 which is included in the very low correlation. So it can be said that there is a very low influence between the coordination function on the work effectiveness of employees at the Regional Secretariat of East OKU Regency. Then to answer the hypothesis test proposed in the previous chapter has a relationship or not, then it is tested with a hypothesis test and obtained (t) table = 1.860, while (t) count = 0.280 which can be concluded that (t) count < (t) table or (t arithmetic is smaller than t table), so that the hypothesis proposed in the previous chapter cannot be accepted and is not proven.*

Keywords : Function; Coordination; Effectiveness; Work

1. Introduction

Human resources as the workforce and the core of the life of an organization must continue to strive to improve each of itself starting from instilling discipline. The attitude to obey the rules and guidelines that apply in the organization should be done with pleasure without coercion.

In a company, there needs to be good coordination of the skills and abilities of employees, thus automatically the task can be carried out properly and responsibly so that job satisfaction is created which will affect the effectiveness of each employee's work. Every organization is always faced with the problem of limited human resources in achieving its goals. Interaction between

various human resources in achieving its goals. The interaction between the various resources must be managed properly so that it can achieve the target effectively and efficiently. In simple terms, work effectiveness can be defined as the ability to do something right on target.

Coordination is one of the functions of management to carry out various activities so that there is no chaos, strife, vacancy of activities, by connecting, unifying and aligning the work of subordinates so that there is directed cooperation in an effort to achieve organizational goals. Efforts that can be made to achieve these goals include giving instructions/orders, holding meetings and providing explanations, guidance or advice. Establishing a mechanism in an activity is very important to coordinate work or organize a harmonious whole. When individuals in a department carry out their own activities, the overall goals of the organization may be neglected or conflicts may arise among members. Coordination mechanisms enable organizational members to continue to direct their activities towards achieving organizational goals and reduce inefficiencies and destructive conflicts. Coordination is intended so that managers coordinate human resources and other resources owned by the organization. The strength of an organization depends on its ability to organize its various resources in achieving a goal.

2. Literatur Review

Coordination

Coordination is a cooperative effort between agencies, agencies, units in the implementation of certain tasks, so that there is mutual complementarity, mutual assistance and complementarity. While people who move/coordinate elements of management to achieve goals are called coordinators (managers). While cooperation is a joint action by a number of people towards the same goal.

The thing that is no less important to be considered by the company is the relationship between the leadership and employees. According to T Hani Handoko (2001:294) "leadership is a process of directing and giving influence to the activities of a group of members whose tasks are interconnected". Leadership is an important part of management, but it is not the same as management. Leadership is the ability that a person has to influence others to work towards achieving goals and objectives. Leadership style greatly affects employee attitudes, if the leadership does not provide direction and guidance to employees so that a rigid working relationship grows and an unpleasant work atmosphere will occur.

Meanwhile, according to G. R. Terry in his book, Principles of Management quoted Malayu (2011: 85)
"Coordination is a synchronous / regular effort to provide the right amount and time and direct the implementation to produce a uniform and harmonious action on a predetermined target."

According to management review, Terry's coordination includes:

1) Number of businesses both quantitatively and qualitatively
2) The exact timing of these efforts
3) Directing or determining the direction of these businesses

Based on the definition above, it can be stated that coordination has the following conditions:

1) Sense of Cooperation, the feeling to cooperate with each other, seen in parts.
2) Rivalry, in large organizations, competition is often held between sections, so that they compete with each other
3) Team Spirit, each part must respect each other.
4) Esprit de Corps, parts that respect each other will be more excited.

Furthermore, coordination has the following properties:

1) Coordination is dynamic, not static.
2) Coordination emphasizes the overall view by a manager in terms of achieving goals.

In essence, coordination requires the awareness of each member of the organization or organizational unit to adapt to each other or their duties with other members or organizational units so that the members or organizational units do not run alone. Therefore the concept of unity of action is the essence of coordination.

Work Effectiveness

Effectiveness is a vocabulary in Indonesian which comes from English, namely: "Effective" which means successfully obeyed, validated, efficacious and fortunate. From a series of meanings above, the most appropriate is to succeed well. If someone can work well then he can be said to work effectively. In carrying out work always use 5 sources of effort, namely thoughts, energy, time, money and objects. Although there are different combinations for each type of work, in general, people doing certain activities want to get maximum results. But the problem of effectiveness is not as simple as the above understanding, because effectiveness involves many things, therefore experts provide various definitions to explain what the limitations of the definition of effectiveness mean: According to Chester I. Barnard Gibson Donnely (2011), the effectiveness is: "Achieving the targets that have been agreed upon on a joint effort, the level of achievement of those targets shows the level of effectiveness". Meanwhile, according to H. Emerson (2011. pp: 25) the notion of effectiveness is: "Measurement in the sense of achieving predetermined goals or objectives".

From the above understanding it can be said that thus if the goal cannot be achieved in accordance with the specified time, then the work is not effective, the work is said to be effective if the goal has been achieved in accordance with the previous plan, it can be concluded that effectiveness is a condition that indicates the success of the work set. . Work effectiveness is the

completion of work on time, meaning that the implementation of a task is marked as good or not, it really depends on the completion of the task, how to carry it out, and how much it costs.

Conceptual Framework

An organization is organized because of an interest or a goal to be achieved. Every organization has limited human, financial and physical resources to achieve organizational goals. The success of achieving goals depends on the selection of goals to be achieved by using resources to achieve these goals. So that the goals of the organization can be achieved in accordance with what is expected, then one aspect that is considered is the human factor.

According to G.R. Terry quoted by Malay SP Hasibuan (2011: 85) Coordination is: "A synchronous and regular effort to provide the right amount and time and direct the implementation to produce a uniform and harmonious action on a predetermined target. Meanwhile, the definition of effectiveness according to Alex Nitisemiro (2011; pp. 193) is:"Doing the job right while efficiency is doing the job right." From the opinion above, it can be concluded that coordination will affect work effectiveness. This can be reflected in the behavior and attitudes of employees towards their work, if employees are enthusiastic and have a high desire, it means that their work effectiveness is high, and vice versa.

Based on the understanding at the level of work effectiveness, it should receive more attention from all elements of the company's operations. Therefore, the perfection of the coordination system is expected to be able to make the level of employee work effectiveness high. Elements that support effectiveness from the point of view of achieving goals not only consider the goals, the organization, but also the mechanisms for self-defense and target management.

3. **Research Method**
   Data Source
   a. Primary Data
      That is a data obtained directly from research activities. Data were collected from respondents by interviewing or filling out a list of questions that had been prepared.
   b. Secondary Data
      That is a data obtained from outside the research that comes from textbooks that have to do with research.

   Data Collection And Processing
   a. Library Research
      Namely collecting data by studying various kinds of literature, scientific books related to research.
   b. Field Research

That is research that comes directly to the object of research to see and research directly. Done by :

1) Observation

   Namely data collection by direct observation at the research location, namely at the Regional Secretariat of East OKU Regency.

2) Questionnaire

   Collecting data by providing a list of questions to the leadership or employees at the Regional Secretariat of East OKU Regency.

3) Interview

   Namely data collection by conducting direct interviews with researchers with leaders and employees who are considered to provide the information needed in research.

4) Documentation

   That is data obtained by viewing documents or records related to research.

4. Data Analysis And Discussion

a. Qualitative Analysis

   The analysis used to solve existing problems does not use numbers as a basis for consideration, but by using sentences that describe the state of the Regional Secretariat of East OKU Regency.

b. Quantitative Analysis

   That is an analysis that uses numbers that aims to determine the size of the influence of the coordination function on the effectiveness of the work of employees at the Regional Secretariat of East OKU Regency.

The analytical tool used in quantitative analysis is to use the Product Moment Correlation formula whose formula is as follows:

$$r = \frac{n\sum xi.yi - \left(\sum Xi\right)\left(\sum Yi\right)}{\sqrt{\left\{n.\sum Xi^2 - (\sum X)^2\right\}}\sqrt{\left\{n.\sum Yi^2 - (\sum Y)^2\right\}}}$$

(Anto Dajan, 2008 : hlm 376)

Description :

$\sum$ = Quantity

r = Correlation coefficient between x and y

X = Coordination function variable (independent variable)

Y = Work Effectiveness Variable (dependent variable)

n = Number of samples

X^2 = The result of the square of the independent variable
Y^2 = The result of the square of the dependent variable
Xy   = The product of the independent and dependent variables

To find out the size of the correlation that arises between the coordination function (x) and employee effectiveness (y), the authors use the Correlation Coefficient Interpretation guideline which can be seen in table 1 as follows:

Table 1.
Correlation Coefficient Interpretation

Coefficient Interval	Relationship Level
0,00 - 0,199	Very low
0,20 - 0,399	Low
0,40 - 0,599	Currently
0,60 - 0,799	Strong
0,80 -1,000	Very strong

   (Sugiyono, 2009 : pahe 183)

To find out the size of the correlation that arises between the coordination function (x) and work effectiveness (Y), it is necessary to know the percentage level (%) by using the formula:

   $KP = r^2$ x 100%.

After knowing the percentage level that is affected, there are other factors that influence it by using the formula:

   100 % - KP

To test the hypothesis that has been described can be accepted or not, the authors use the formula:

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

(Riduwan, 2010 page : 229)
Description :

   t =Correlation coefficient test
   r = Correlation coefficient
   n = Number of samples

"t" can be searched by looking at the table "t" with 0.05 degrees of freedom for (n-2), if t > t (n - 2) then Ha is accepted and Ho is rejected but if t < t (n - 2) then Ha is rejected and Ho is accepted.

Before being entered into a predetermined formula, the results of the research from the questionnaires that have been distributed to the respondents are tabulated into a tabular form with an assessment of each answer given by the respondent as follows:

a. Alternative answer A is given a score of 3

b. Alternative answer B is given a score of 2

c. Alternative answer C is given a score of 1

Data Analysis

For this analysis, table tools and correlation coefficient formulas are used, with the initial step being the table obtained from the answers to research questionnaires regarding the effect of the coordination function on the work effectiveness of employees at the Regional Secretariat of East OKU Regency. Thus the working steps can be seen in the following tables:

Table 2. Variable (X) Coordination Function

Respondent	Question Number					Quantity
	1	**2**	**3**	**4**	**5**	
1	3	3	3	3	3	15
2	2	2	2	2	2	10
3	3	3	2	3	3	14
4	3	3	3	2	2	13
5	1	3	2	3	3	12
6	1	3	2	3	3	12
7	2	2	3	1	3	11
8	3	3	3	2	3	14
9	2	2	3	3	3	13
10	3	3	2	3	2	13
Jumlah						**127**

Source: Processed Data

Table 3. Variable (Y) Employee Work Effectiveness

Respondent	Question Number					Quantity
	1	**2**	**3**	**4**	**5**	
1	2	1	3	3	2	11
2	3	2	2	2	2	11
3	2	2	3	2	2	11
4	3	2	2	3	2	12

5	1	3	2	2	3	11
6	2	3	3	2	3	13
7	3	3	2	2	2	12
8	2	3	3	1	3	12
9	3	2	1	3	3	12
10	2	1	3	3	3	12
Quantity						**117**

Source: Processed Data

Table 4. Correlation of Variable X (Coordination Function) and Variable Y (Work Effectiveness)

No.	X	Y	X²	Y²	X.Y
1.	15	11	225	121	165
2.	10	11	100	121	110
3.	14	11	196	121	154
4.	13	12	169	144	156
5.	12	11	144	121	132
6.	12	13	144	169	156
7.	11	12	121	144	132
8.	14	12	196	144	168
9.	13	12	169	144	156
10.	13	12	169	144	156
Quantity	**127**	**117**	**1.633**	**1.373**	**1.485**

Source: Processed Data

From the table above, the following results are obtained:

n   = 10

$\sum X$ = 127

$\sum X^2$ = 1.633

$\sum Y$ = 117

$\sum Y^2$ = 1.373

$\sum XY$ = 1.485

Then the values above are entered into the correlation coefficient formula as follows:

Correlation coefficient

$$r = \frac{n.\sum X.Y - \left(\sum X\right)\left(\sum Y\right)}{\sqrt{n.\sum X^2 - \left(\sum X\right)^2}\sqrt{n.\sum Y^2 - \left(\sum Y\right)^2}}$$

$$r = \frac{10 x 1485 - (127)(117)}{\sqrt{10 x 1633 - (127)^2}\sqrt{10 x 1373 - (117)^2}}$$

$$r = \frac{14.850 - 14.859}{\sqrt{16.330 - 16.129}.\sqrt{13.730 - 13.689}}$$

$$r = \frac{9}{\sqrt{201}.\sqrt{41}}$$

$$r = \frac{9}{(14,18)(6,40)}$$

$$r = \frac{9}{90,75}$$

$$r = 0,099$$

Based on the results of the above calculations, the results obtained r = 0.099. After consulting with conservative standards, then to determine whether or not the influence is close, it turns out that r = 0.099 lies at a distance between 0.000 - 0.199, so it is included in the very low correlation.

Thus it can be said that there is a very low influence between the coordination function and the work effectiveness of the employees of the Regional Secretariat of East OKU Regency.
To determine the percentage level of the effect of the coordination function on work effectiveness, the authors use the following formula:

Kp $= r^2$ x 100%
Kp $= (0,099)^2$ x 100%
Kp $= 0,009$ x 100
Kp $= 0,09$ %

From the results of the above calculations, it can be concluded that work effectiveness is influenced by 0.09% of the coordination function, while 99.90% is influenced by other factors not examined.

After knowing the correlation or the effect of the coordination function on work effectiveness, the number r = 0.009 and the percentage level is 0.09%, then the following authors will answer the hypothesis that has been stated previously by using the following formula:

$$t_0 = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}}$$

`alpha $= 0,05$

$t = (n-2) = t\ 0,05\ (n-2)$

$\quad = t\ 0,05\ (10-2)$

$\quad = t\ 0,05\ (8)$

$\quad = 1,860$ ……. From the attached t table

$r\ =\ 0,099$

$r^2\ =\ 0,009$

$$t_0 = \frac{0,099 . \sqrt{10-2}}{\sqrt{1-0,009}}$$

$$t_0 = \frac{0,099 . \sqrt{8}}{\sqrt{0,991}}$$

$$t_0 = \frac{0,279}{0,995}$$

$t_0 =\ 0,280$

From the results of the above calculations, it turns out that t0 = 0.280. So if we connect it with the t table value at a confidence level of 0.95, which means the error rate is 0.05, it is t count < from t table, namely (0.280 < 1.860), then the hypothesis proposed is to accept the alternative hypothesis (Ho) and reject the null hypothesis. (Ha).

Thus, based on calculations through hypothesis testing that has been formulated in previous chapters, it turns out that there is a very low influence between the coordination function on work effectiveness, thus meaning the hypothesis that has been proposed is:

". The effect of the coordination function on the effectiveness of the work of employees at the Regional Secretariat of East OKU Regency." This is not proven because (t) count is smaller than (t) table in other words (Ha is rejected and Ho is accepted).

5. Conclusion And Suggestion

Conclusion

The correlation between the effect of the coordination function on the effectiveness of the work of employees at the Regional Secretariat of East OKU Regency obtained the number r = 0.099, after consulting with conservative standards it turns out that 0.099 lies between 0.000 -

0.199 which is included in a very low correlation. So it can be said that there is a very low influence between the coordination function on the work effectiveness of employees at the Regional Secretariat of East OKU Regency. To answer the hypothesis that has been put forward in the previous chapter by using the hypothesis test formula, it is obtained (t) table = 1.860, while (t) count = 0.280 which can be concluded that (t) count < (t) table or (t count is smaller than t table), so that the hypothesis proposed in the previous chapter cannot be accepted and is not proven, because the correlation is very low.

Suggestion

Leaders should be able to carry out internal coordination well so that the effectiveness of employee work will be achieved and it is necessary to take steps or new ways so that employee effectiveness can be further increased and better in the future. To policy makers, in order to improve work effectiveness, it is necessary to reform and improve the quality of Human Resources and provide tupoksi in accordance with their expertise and experience.

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