

## The Effect of Performance Monitoring and Evaluation on Productivity Work of Village Devices in All District Villages Belitang Mulya

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### Abstract

Human resources are the most important factor in an organization as the holder of control and the main asset to achieve goals in the organization where he works. The phenomenon that occurs is that village officials are less disciplined when working, village officials come and go not according to the rules of working hours, lack of communication between col-leagues when carrying out activities. This study aims to determine the effect of monitoring and performance evaluation on the work productivity of village officials in all villages in the Belitang Mulya District. The research method used is quantitative. Data were analyzed using Simple Linear Regression, Multiple Linear Regression, Correlation Coefficient, Coefficient of Determination, t-Test, and F Test. The results showed that there was a significant effect of performance evaluation on work productivity and there was a significant effect of monitoring and evaluation of performance on work productivity.

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## 1. Introduction

Human Resources is the most important factor in an organization as the control holder and the main asset for creating ideas, inspiration, and efforts to achieve goals in the organization where they work. In addition, organizations are also often constrained by how to get employees who have the right knowledge and skills according to what is needed by the organization. Every organization wants employees who are competent in carrying out their duties to achieve organizational goals.

Phenomena that occur in village officials in Belitang Mulya District when researchers make observations. First, namely village officials who lack time discipline when working, namely village officials coming and going home not according to the

rules of working hours. Second, the lack of communication between colleagues when carrying out activities.

Of course, it influences village administration, due to the lack of awareness of village officials in their work and not yet optimal monitoring carried out by the sub-district head on village officials regarding the implementation of village apparatus tasks and village activities as village services to the community so that the work productivity of village officials is still not optimal (less effective ).

This is a problem that occurs so that it is necessary to carry out a performance evaluation, namely increasing time discipline in working so that village officials come and go home according to the rules of working hours, maintain communication between colleagues so that village activities are carried out properly. With the monitoring and evaluation of performance carried out by the sub-district head, it is hoped that this will have a good influence on village officials in increasing work productivity.

Bukit, Malusa, & Rahmat (2017) state that work productivity is a result of work requirements that must be met by employees to obtain maximum results where in practice, work productivity lies in the human factor as executor of work activities.

Siagian (Busro, 2018) argues that monitoring (supervision) is the process of observing the implementation of all organizational activities to ensure that all work being carried out goes according to the predetermined plan. After monitoring employee work, a performance evaluation is carried out to find out errors and employee performance at work.

Athoillah (Yahya, et al., 2018) says that evaluation is an activity to research and find out the implementation that has been carried out in the totality process of village government institutions fulfilling results by plans or programs that have been determined to achieve goals.

Based on research results Rohmat, Hidayati. & Asiyah (2020) shows that performance monitoring and evaluation have a positive and significant effect on employee work productivity. As the results of research by Hidayat & Khuluqo (2017) state that performance monitoring directly has a positive and significant effect on work productivity. Likewise, Fitriana & Lilianti's research results show that simultaneously and partially monitoring and performance appraisal have a significant effect on work productivity, and also Anggraeni, Cikusin, & Hayat's research results show that there is a significant and positive influence on performance evaluation variables on productivity.

Previous research conducted by Rismansyah (2016) stated that performance has an important role in an organization and is supported by other research conducted by Amanda, Rismansyah, & Valianti (2020) which is a determining factor in improving employee performance by increasing their competence at work. Furthermore Busro, Mafra, & Rismansyah (2021) employee work quality refers to achieving goals that

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prioritize employee work quality and is supported by Nurazis, Rismansyah, & Hendri (2021) employee performance is the quality and quantity possessed by different individuals to contribute to achieving goals.

By the problems described above, the purpose of this study is to determine the effect of monitoring on the work productivity of village officials in all Belitang Mulya District Villages, to determine the effect of performance evaluation on the work productivity of village officials in all Belitang Mulya District Villages and to find out the influence of performance monitoring and evaluation on the work productivity of village officials in all Belitang Mulya District Villages.

Mocker (Busro, 2018) says that monitoring (supervision) is a systematic effort to set performance standards in planning, design information feedback systems, compare actual performance with predetermined standards, to determine whether there has been a deviation and measure the significance of these deviations, as well as to take the necessary corrective actions to ensure that all company resources have been used as effectively and efficiently as possible to achieve company goals. Furthermore, Saputra & Fadila (2020) state that monitoring is the process of analyzing and gathering information based on systematically determined indicators of program activities so that corrective actions can be taken to improve the program. Yahya, et al. (2021) say that monitoring is an activity in the context of following a program of activities and systematically actualizing it regularly by hearing, seeing, observing, and writing down the conditions and developments of the plan.

From some of the descriptions above it can be concluded that monitoring is monitoring activities in the implementation of work carried out systematically from the start of the activity to the end of the activity.

Rismawati & Mattalata (2018) explained that performance evaluation is an evaluation that is carried out systematically to find out the results of employee work and company performance. Furthermore, Sumual (2017) argues that performance evaluation is a management instrument used in assessing the achievement of predetermined goals and targets. In addition, Prawirosentono (Suriadi, et al., 2021) state that performance evaluation is the work results achieved by individuals or teams within an organization, according to the powers and responsibilities of each individual to achieve official organizational goals, not violating the law, and ethically. As well as Azizah (2021) explains that performance evaluation is a method and process of assessing and carrying out individual tasks or teamwork or work units within an organization by the performance provisions or goals that are set in advance.

From some of the explanations above, the researcher concludes that performance evaluation is an actual assessment by a supervisor who assesses an employee's performance on what has been done and whether the results of the work have been by the initial plans/expectations of an organization.

Chaerudin, Rani, & Alicia (2020) argues that work productivity is a benchmark between results and effort (input) indirectly indicating the development of the process of changing resources in the form of goods/services and is a mental behavior that continues to work through effective increases in time, data, energy, and work methods, creative techniques, as well as an increase in the skills of its employees so that today is better than yesterday and tomorrow must be better than today. Furthermore, Sutrisno (2017) states that work productivity is the ratio of work achievement to the period required to produce products/services from an employee.

From the description above, the researcher can conclude that work productivity is a comparison of the effort that has been done and the work results that have been achieved by employees within a predetermined period.

## **2. Research Method**

The research method used in this study is quantitative. The source of data used in this research is primary data. Primary data is data that directly provide data to data collectors. The data used in this research is a questionnaire.

Sugiyono (2019) says that a population is a generalized area that consists of objects/subjects that have certain quantities and characteristics determined by researchers to study and then draw conclusions. The population in this study were village officials in all Belitang Mulya District Villages, totaling 237 people, consisting of 12 villages described in the table below:

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**Table 1. Table of the research population of village officials in all Belitang Mulya District Villages**

Nama Desa	Kades	Sekdes	Kaur	Kasi	Kadus	Rt	Jumlah Perangkat Desa
Desa Sariguna	1	1	3	3	3	6	17
Desa Sidowaluyo	1	1	3	3	3	8	19
Desa Sugih Waras	1	1	3	3	3	7	18
Desa Rejosari	1	1	3	3	3	-	11
Desa Petanggan	1	1	3	3	3	6	17
Desa Purwodadi	1	1	3	3	6	20	34
Desa Srimulyo	1	1	3	3	4	16	28
Desa Ulak Buntar	1	1	3	3	5	13	26
Desa sribudaya	1	1	3	3	3	6	17
Desa Sukoharjo	1	1	3	3	4	7	19
Desa Tulung Sari	1	1	3	3	3	6	17
Desa Mulya Sari	1	1	3	3	2	4	14
Jumlah Total	12	12	36	36	41	100	237

The sample is part of the number and characteristics possessed by the population. The sample in this study was village officials in the entire village of Belitang Mulya District.

**Table 2. Village apparatus**

Village Apparatus Position	Amount
Village head	12
village secretary	12
Kaur	36
Kasi	36
Jumlah	96

In determining the sample size in the population, that is by using the Slovin formula (Sumarwan et al., 2020) at a 10% probability, there are 70 respondents representing village officials consisting of the village head, village secretary, Kaur, and Kasi, while the village head and Rt not used as respondents in all Belitang Mulya District Villages, East OKU Regency, South Sumatra Province. The sampling technique used in this research is Proportionate Stratified Random Sampling. Proportionate Stratified Random Sampling is a sampling technique in heterogeneous (not the same) and stratified populations by taking random samples. This technique

is used when the population has members/elements that are not homogeneous and proportionally stratified.

**Table 3. Research Sample**

Village Equipment	Sample size	Sampel	
Village head	12/96 x 70	8,75	9
Sekretaris Desa	12/96 x 70	8,75	9
Kaur	36/96 x 70	26,25	26
Kasi	36/96 x 70	26,25	26
Amount			70

Data collection techniques in this study used observation (observation), questionnaire (questionnaire), and interview (interview). The research variables used are Independent Monitoring Variables (X1) and Performance Evaluation (X2), the Dependent variable of Work Productivity (Y).

The operational definition of research variables Mocker (Busro, 2018) says that monitoring (supervision) is a systematic effort to set standard performance in planning, to design information feedback systems, to compare actual performance with predetermined standards, to determine whether there has been a deviation and measure the significance of the deviation, as well as to take the necessary corrective actions to ensure that all company resources have been used as effectively and efficiently as possible to achieve the company's goals and indicators namely Setting performance standards, Designing information feedback systems, Comparing implementation, Setting measurements implementation and taking corrective action. Prawirosentono (Suriadi, et al., 2021: 66) state that performance evaluation is the result of work achieved by individuals or teams within an organization, according to the powers and responsibilities of each individual to achieve official related organizational goals, does not violate the law, and according to ethics and indicators, namely timeliness, quality of work, speed in solving problems, self-confidence, communication between employees, and the ability to convey ideas. Sutrisno (2017) states that work productivity is the ratio of work achievement to the period needed to produce a product/service from an employee and the indicators are Capability, Improving the results achieved, Morale, Self-development, Quality, and Efficiency.

The data analysis technique used in this study is simple linear regression analysis, multiple linear regression analysis, correlation coefficient, coefficient of determination, t-test, and F test.

### 3. Results

**Table 4. Table of Multiple Linear Regression Analysis Results**

	Variabel	a	b
1.	Monitoring	23.642	0,316
2.	Performance evaluation		0,305

Based on the table above, shows the results of multiple linear regression analysis and the equation can be made as follows:

$$Y = a + b_1X_1 + b_2X_2$$

$$Y = 23,642 + 0,316X_1 + 0,305X_2$$

**Table 5. Table of Correlation Coefficient Results**

Variable	Korelasi	Significance
Monitoring (X <sub>1</sub> )	0,434	0,000
Evaluasi Kinerja (X <sub>2</sub> )	0,476	0,000

Based on the table above, it can be seen that the value of the simple correlation coefficient, namely the monitoring variable, is 0.434 with a significance value of 0.000 < 0.05, meaning that monitoring has (a moderate relationship) with work productivity. While the correlation coefficient value of the performance evaluation variable is 0.476 with a significance value of 0.000 < 0.05, meaning that performance evaluation has (a moderate relationship) with work productivity.

**Table 6. Table of Determination Results**

Variable	R	R Square
performance evaluation (X <sub>2</sub> ) on work productivity (Y)	0,476	0,226

Based on the table it can be seen that the value of the correlation coefficient between the performance evaluation variables on work productivity is 0.476 which has a moderate relationship. Meanwhile, the R Square value is 0.226 or 26.0%. This means that the contribution of the performance evaluation variable to work productivity is 26.0% while the remaining 72.0% (100% - 28.0%) is explained by other factors not examined in this study.

**Table 7. Table of t test results**

Variabel	Signifikan
<i>Monitoring</i> (X <sub>1</sub> )	0,035
Evaluasi Kinerja (X <sub>2</sub> )	0,007

Based on the table above, it can be seen that the significant value of the monitoring variable on work productivity is  $0.035 < 0.05$ . Thus, H<sub>0</sub> is rejected and H<sub>a</sub> is accepted. It can be concluded that partially there is a significant influence in monitoring work productivity in all villages in Belitang Mulya District. performance evaluation variable on work productivity of  $0.007 < 0.05$ . Thus, H<sub>0</sub> is rejected and H<sub>a</sub> is accepted. It can be concluded that partially there is a significant influence between performance evaluation on work productivity in all villages in Belitang Mulya District.

**Table 8. Table of F test results**

Variabel	Signifikan	$\alpha = 0,05$	Keterangan
<i>Monitoring</i> (X <sub>1</sub> ), evaluasi kinerja (X <sub>2</sub> ) dan produktivita s kerja (Y)	0,000	0,05	Signifikan

Based on the table above, it can be concluded that the significance value is  $0.000 < 0.005$ , thus H<sub>0</sub> is rejected and H<sub>a</sub> is accepted. It can be concluded that simultaneously (together) monitoring and evaluation of performance have a significant effect on work productivity in all villages of Belitang Mulya District.

#### 4. Discussion

##### Effect of monitoring on Work Productivity

The results of the validity test showed that all question items used in the monitoring variables in this study indicated that all questions or statements (indicators) were valid. The question item on the monitoring variable in the entire village of Belitang Mulya District stated that the respondent chose the SS answer (strongly agreed) with a question score of 5. The reason for the respondent choosing this answer was because the leadership was always active in holding meetings and deliberations to evaluate the performance of village officials and always explaining



things that were not yet understood by village officials such as carrying out social activities in the community.

Based on the results of the discussion on the reliability results show that all question items or statements used in the monitoring variable with the work productivity variable have a positive relationship and the results of the simple correlation coefficient between the monitoring variable and the work productivity variable have a moderate relationship.

Based on the results of the discussion on testing the t-test hypothesis, shows a significant value between the monitoring variable and the work productivity variable. Partially, there is a significant effect between monitoring and work productivity in the entire village of Belitang Mulya District.

The results of this study are confirmed by the opinion of Mocker (Busro, 2018: 144) suggesting that monitoring (supervision) is a structured way of setting performance standards in planning, to design an information feedback system in comparing real performance with established standards to determine if there are deviations and measure the significance of these deviations, as well as to take corrective actions needed to prove that all organizational resources have been used effectively in achieving organizational goals.

The results of this study are in line with the results of research conducted by Hidayat & Khuluqo (2017: 87-94) entitled *The Effect of Performance Monitoring on Work Productivity in the General Bureau of the National Narcotics Agency*, obtaining the result that performance supervision directly has a positive and significant effect on work productivity.

### **The Effect of Performance Evaluation on Work productivity**

The results of the validity test showed that all question items used in the performance evaluation variable in this study indicate that all questions or statements (indicators) are valid. The question item on the performance evaluation variable in the entire village of Belitang Mulya District stated that the respondent chose the SS answer (strongly agreed) with a question score of 5. The reason for the respondent choosing this answer was because the leadership always went directly to see the performance of village officials and see the active work of village officials.

Based on the results of the discussion on the reliability results show that all question items or statements used in the performance evaluation variable with work productivity variables have a positive relationship and the results of the simple correlation coefficient between performance evaluation variables and work productivity variables have a moderate relationship.

Based on the results of the discussion on testing the t-test hypothesis, shows a significant value between the performance evaluation variable and the work

productivity variable. Partially, there is a significant effect between performance evaluation and work productivity in all Belitang Mulya District Villages.

The results of this study are confirmed by the opinion of Prawirosentono (Suriadi, et al., 2021: 66) stating that performance evaluation is the work results achieved by individuals or teams within an organization, according to the powers and responsibilities of each individual achieve official related organizational goals, does not violate the law, and according to ethics. Furthermore, Rismawati & Mattalata (2018: 10) explained that performance evaluation is an assessment that is carried out in a structured manner to understand the results of employee work and organizational performance.

The results of this study are in line with the research of Anggraeni, Cikusin, & Hayat (2021: 7-15) entitled *The Effect of Implementing Performance Management on Employee Productivity (Case Study in the Government Section of the Regional Secretariat of Batu City)*, obtaining the result that there is a significant and positive effect on the evaluation variable performance on productivity.

### **Effect of Performance Monitoring and Evaluation Against Work Productivity**

The results of the validity test showed that all question items used in the work productivity variable in this study indicate that all questions or statements (indicators) are valid. The question item on the work productivity variable in the entire village of Belitang Mulya Subdistrict stated that the respondent chose the SS answer (strongly agreed) with a question score of 5. The reason for the respondent choosing this answer was because the leadership assessed work productivity from the active work produced by village officials so that the workability of village officials increased increase.

In the normality test for each research variable the data in this study were normally distributed, in the multicollinearity test it could be seen that the regression model did not show symptoms of multicollinearity, then in the heteroscedasticity test it could be concluded that there was no heteroscedasticity.

The results of multiple linear regression tests between monitoring variables and performance evaluation variables with work productivity have a partial or simultaneous effect and the results of multiple correlation coefficients between monitoring and performance evaluation variables on work productivity have a moderate relationship.

The results of determination ( $R^2$ ) can be explained by monitoring and performance evaluation variables of 28.0% while the remaining 72.0% (100% - 28.0%) is explained by other variables not examined in this study.

From the results of the F test, it can be concluded that simultaneously (together) monitoring and evaluation of performance have a significant effect on work productivity in all Belitang Mulya District Villages.

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The results of this study are in line with Rohmat's research, Hidayati. & Asiyah (2020:79-91) entitled The Effect of Performance Monitoring and Evaluation on Employee Work Productivity at Kpp Pratama Malang Selatan obtained the result that performance monitoring and evaluation has a positive and significant effect on employee work productivity.

### 5. Conclusions and Suggestions

#### Conclusion

Based on the results of the research that has been done, there is a positive and significant effect of Monitoring the Work Productivity of Village Officials in All Villages of the Belitang Mulya District, the results of the research that has been carried out have a positive and significant effect Performance Evaluation on the Work Productivity of Village Officials in All Villages of the Belitang Mulya District and based on the results of research that have been done there is a positive and significant influence between Performance Monitoring and Evaluation on Work Productivity of Village Officials in All Villages of Belitang Mulya District.

#### Suggestion

If there are further researchers who will conduct research, it is better to use other indicators on each variable and data collection techniques that have not been used in this study, so that various results can be obtained to develop research results and avoid plagiarism that violates ethics in thesis writing.

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