



**3rd International Conference
on Research Methods in
Management and Social Sciences
ICRMMS-2015**

**Jayapura, Papua, Indonesia
November 27-28, 2015**



Ankara, Turkey

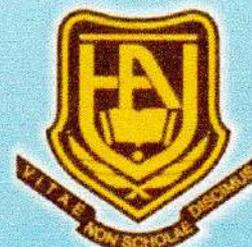


"PETRE ANDREI" of IASI, Romania



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Preface

Dear Distinguished Delegates and Guests,

Conference Committee warmly welcomes our distinguished delegates and guests to the 2015 International Conference on Research Methods in Management and Social Sciences (ICRMMS-2015) held on November 27-28 in Papua, Indonesia.

ICRMMS-2015 is organized by International Foundation for Research and Development (IFRD). The conference is aimed at discussing with all of you the wide range of problems encountered in present and future issues in economies and Societies. ICMFE-2015 is organized in collaboration with Cendrawasih University Jayapura Papua, Indonesia, Yildirim Beyazit University, Turkey, Shinawatra International University, Thailand, PERTRE ANDERI of IASI, Romania and National Academy of Management, Ukraine where researchers from around the world presented their work. The conference committee is itself quite diverse and truly international, with membership around the world.

Main conference themes and tracks are Research Methods, Management and Social Sciences. Conference aims to bring together researchers, scientists, engineers and practitioners to exchange and share their experiences, new ideas and research results about all aspects of the main conference themes and tracks and discuss the practical challenges encountered and the solutions adopted. The main goal of the event is to provide a scientific forum for exchange of new ideas in a number of fields that interact in depth through discussions with their peers from around the world.

Conference has solicited and gathered technical research submission related to all aspects of major conference themes and tracks. All the submitted papers have been peer reviewed by the reviewers drawn from the scientific committee, external reviewers and editorial board depending on the subject matter of the paper. Reviewing and initial selection were undertaken electronically. After the rigorous peer-review process, the submitted papers were selected based on originality, significance, and clarity for the purpose of the conference. Conference program is extremely rich, featuring high-impact presentations. The high quality of the program guaranteed by the presence of an unparalleled number of internationally recognized top experts. Conference will therefore be a unique event, where attendees will be able to appreciate the latest results in their field of expertise, and to acquire additional knowledge in other fields. The program has been struttred to favor interactions among attendees coming from many diverse horizons, scientifically, geographically, from academia and from industry.

We would like to thank the program chairs, organization staff, and members of the program committee for their work. We are grateful to all those who have contributed to the success of ICRMMS-2015 especially our partners. We hope that all participants and other interested readers benefit scientifically from the proceedings and find it stimulating in the process. Finally, we would like to wish you success in your technical presentations and social networking.

We hope you have a unique, rewarding and enjoyable time at ICRMMS-2015 in Papua.

With our warmest regards,

Conference Committee
November 27-28, 2015
Papua, Indonesia.

ICMFE-2015

Conference Committee

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**International Conference on Research Methods in Management &
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ABSTRACTS

Effect of Efficiency and Effectiveness Performance of Employees (Empirical Study on Procurement Services Unit Papua)

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Abstract: The purpose of this study was to examine and analyze the effect of the efficiency and effectiveness of the performance. Population of this research is all employees working group of 100 respondents. Tests carried out on a sample of 69 respondents. Digunakan sample method was census. Data collected by direct survey. Testing the hypothesis is tested empirically using Multi Rergression. Partial results showed the efficiency of the Procurement Services Unit Papua province proved positive and significant effect on the performance of work group Procurement Services Unit Papua Province. This is shown on the significance value of 0.011 (probability <0.050) and t value of 2.617 while t table 1.658 so that $t > t$ table ($2.617 > 1.658$) which means that the first hypothesis is accepted. The study found that in parsial efektivitas Procurement Services Unit Papua province proved positive and significant effect on the performance of work group Procurement Services Unit Papua Province. This is evident from the significant value of 0.000 (probability <0.050) and t value amounted to 5,881 while 1,617 t so that $t > t$ table ($5,881 > 1,617$), which means that the second hypothesis is accepted. The study results showed that simultaneously can be explained that the efficiency and effectiveness of Procurement Services Unit Papua province proved positive and significant impact on the performance of the working group (WG) Procurement Services Unit Papua Province. This is shown from the significant value of 0.000 (probability <0.05) with a value of 59.818 Fhitung 2,346 while F table so that F count ($59.818 > 2.346$)

Keywords: *Efficiency, Effectiveness and Performance Working Group*

Analysis of Motor Vehicle Tax Increase in Revenue Increase in Revenue of Papua

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Abstract: This study aims to determine the growth rate of the motor vehicle tax revenue to local revenue Papua Province, and to find increasing acceptance of the Motor Vehicle Tax on Revenue Enhancement Papua Province 2007-2011. In this study, Growth method used to determine the growth from year to year. As for knowing the increasing acceptance of PKB to PAD measured using, contributing analysis. The results showed the growth rate of CLA increased in 2007 amounted to 63.14%, in 2008 amounted to 79.88%, in 2009 amounted to 81.08%, in 2010 amounted to 80.38, in 2011 amounted to 98, 54 which indicates that CLA growth from year to year has increased, by having the average - average revenues per year by 80.60%. While the contribution of the motor vehicle tax in 2007 amounted to 31.78%, in 2008 amounted to 30.82%, 33.39% in the year, in 2010 amounted to 31.84%, and in 2011 amounted to 35.77%, this indicate that the contribution that was obtained based on increased each year, by having the average - average revenues contributed each year by 32.72%. Although in 2008 decreased in because the CBA payment arrears. From calculations that have been described, the study discusses the growth rate of the motor vehicle tax revenue and increased PKB acceptance of the PAD by using two methods: Growth / PKB growth rate and Contributions can be proved.

Keywords: *Motor Vehicle Tax, rate of growth of PKB, PKB Contributions*

**EFFECT OF EFFICIENCY AND EFFECTIVENESS
PERFORMANCE OF EMPLOYEES
(EMPIRICAL STUDY ON PROCUREMENT SERVICES UNIT
PAPUA)**

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Abstract

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Keywords: Efficiency, Effectiveness and Performance Working Group.

1. INTRODUCTION

In order to implement the provisions of article 14 and article 130 paragraph (1) of Presidential Regulation Number 70 of 2012 where the Government is obliged to establish a Procurement Service Unit (ULP) no later than Fiscal Year 2014, the Papuan Provincial Government shall continue the mandate of the Central Government with the issuance of a Provincial Governor Decree. Papuans. Decree (SK) of the Governor of Papua Province Number 188.4/49/Year 2014 concerning Appointment of Organizational Equipment and Determination of Allowances in which the Papuan Provincial Government is committed to establishing a Procurement Service Unit (ULP) in accordance with what has been mandated in a presidential regulation. The establishment of a Procurement Service Unit (ULP) functionally carries out its duties and functions in the field of procurement of goods/services.

The establishment of the Procurement Service Unit (ULP) is carried out because it is a mandate from the Presidential Regulation and also because the procurement of goods/services is an important indicator of the implementation of good governance and an indicator of the quality of public service performance.

With this formation, it is hoped that it will be able to dispel the assumptions that have occurred so far in relation to projects that have often been accused of being the culprits of KKN, it is hoped that this can be minimized by auctioning through the internet (e-procurement). So that the purpose of establishing a Procurement Service Unit (ULP) for the Province of Papua, expressed by Mindarti in Wahyudi (2007) is so that there is cooperation and mutual control (control) with each other.

According to Supriyono in Satries (2011) that effectiveness is the relationship between the output (output) with the target to be achieved, namely the greater the contribution of the output generated to the value of achieving the target, the more effective the unit can be.

The phenomenon that occurs in the practice of procuring government goods/services, there are still many problems that occur in the Procurement Service Unit (ULP) which have a great opportunity for fraud or violations to occur.

Another phenomenon that occurs is that the provider does not pay close attention to the pre-qualification documents or selection documents so that at the time of job explanation there are often no questions from the provider, but when submitting a

bid an error occurs in the bid letter submitted for auction, this indicates that there is no procedure auctions determined by regulations and procurement of goods/services.

The above phenomenon is in line with a study conducted by Nurchana, et al (2014) with the title study of the effectiveness of E-Procurement in the Procurement of Goods/Services (Study of the Application of E-Procurement in the Procurement of Goods/Services in Bojonegoro Regency). The results of the study found that the application of e-procurement in the procurement of goods/services in Bojonegoro Regency can be said to be less effective.

The results of this study are supported by a study conducted by Kartikaningrum (2007) with the title of the study of the relationship of e-procurement to the Procurement of Goods at the Surabaya City Government Equipment Section. The results of the study found that there was a relationship between e-procurement and the procurement of goods, besides that there was also a relationship between e-procurement indicators, namely transparency, effectiveness and efficiency in the procurement of goods.

The above study is further strengthened by a study conducted by Syafrilia, (2012) with the title The effectiveness of monitoring and evaluation of the reform of the procurement of goods and services in Kulon Progo Regency in 2012. The results of the study show that the implementation of monitoring and evaluation in the process of procurement of goods/services in Kulon Regency Progo has been running effectively as evidenced by the results of calculating the value of the effectiveness index.

In general, the purpose of implementing e-procurement is to create transparency, efficiency and effectiveness as well as accountability in the procurement of goods and services through electronic media between service users and service providers.

The reality that occurs in the current formation of the Procurement Service Unit (ULP), with the establishment of the Procurement Service Unit (ULP) implemented by the Papua Provincial Government has provided a budget efficiency of Rp. 150,914,057,061 of the total budget of Rp. 3,993,555,778,340 or 3.8 percent (Cenderawasih Pos, April 2015).

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2. LITERATURE REVIEW

Wirapati, (1976) defines efficiency as an effort to achieve maximum results by using available resources, which include natural, capital, and human resources at a time. So according to Wirapati, efficiency can be seen from two aspects, namely first, the results that have been achieved, and secondly the efforts that have been made.

Gie and Thoha, (1978) explain that an activity can be called efficient if the effort that has been made provides maximum output, both in terms of quantity and quality. An activity can also be said to be efficient if with minimum effort it can achieve a certain output. The effort in question includes material, mind, physical energy, space, and time.

So according to Ghiselli & Brown, the term efficiency has a definite meaning, which shows a comparison between output and input. In this sense, it is necessary to distinguish between the notion of efficiency and the notion of optimal efficiency. Efficiency is the ratio between output and input. Optimal efficiency is the best ratio between output and input.

According to Siagian (2007) the procurement of government goods/services is generally divided into two categories, namely: 1. By means of partners or the provision of goods/services from outside the agency concerned or in other words this method is done by inviting other parties to participate in procurement to meet the needs of the relevant government agency; and 2. By means of self-management

Principles Procurement of good goods/services within Government agencies in accordance with the Decree of the President of the Republic of Indonesia must be carried out in accordance with the following principles: 1. Efficient, meaning that the procurement of goods/services must be endeavored using limited funds and resources to achieve the set targets. in the shortest possible time and can be accounted for; 2. Effective, means that the procurement of goods/services must be in accordance with the needs that have been determined and can provide the maximum benefit in accordance with the targets set by the government; 3. Competing, means that the procurement of goods/services must be carried out through auction/selection and fair competition among providers of goods/services that are equal and meet certain requirements/criteria based on clear and transparent provisions and procedures; 4. Transparent, means all provisions and information

regarding the procurement of goods/services, including technical requirements for procurement administration, evaluation procedures,

2. LITERATURE REVIEW

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information regarding the procurement of goods/services, including technical requirements for procurement administration, evaluation procedures, employees and give direction to their behavior and thoughts so as to guide them to the goals to be achieved.

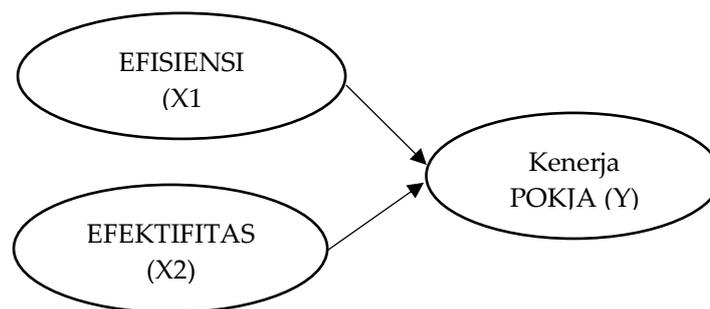
The extent to which employees are successful in achieving these goals in the tasks they perform is called work performance (Suhartini, 1992). The measure of success achieved by the employee cannot be generalized to other employees because it must be adjusted to the applicable size and the type of work he does (Steele-Johnson, et al., 2000).

3 RESEARCH METHODOLOGY

3.1 Conceptual Framework

Human resource development has different types and methods with all their advantages and disadvantages, where each type and method has a different effect on performance. Therefore, the rationale underlying this research is the human resource development strategy carried out by the Central Jakarta Mayor's office in the form of formal education, training and employee empowerment in an effort to improve employee performance.

Figure 3.1 Conceptual Framework
The Effect of Efficiency and Effectiveness on the Performance of the Working Group (POKJA) of the Papua Province Auction Service Unit



3.2. Hypothesis

1. Efficiency affects the Performance of the Service Unit Working Group (POKJA) Procurement (ULP) of Papua Province
2. Effectiveness of influence on the performance of the Service Unit Working Group (POKJA) Procurement (ULP) of Papua Province.
3. Efficiency and Effectiveness together affect the Performance of the Working Group (POKJA) of the Provincial Procurement Service Unit (ULP) Papuans.

3.3.Data Analysis Method

3.3.1.Test Validity

The validity test uses construct validity testing which is carried out with the correlation technique between the score of the question items in a variable that is observed with the total score, using the product moment correlation formula with a significance level of 5% of the critical value. The product moment correlation formula is (Masri Singarimbun and Sofyan Efendi, 2006):

$$r_{11} = \left[\frac{k}{(k-1)} \right] \left[1 - \frac{\sum \sigma b^2}{\sigma^2 t} \right]$$

Keterangan :

- r_{11} = Reliabilitas instrumen
 $\sum \sigma b^2$ = Jumlah varians butir
 k = Banyaknya butir pernyataan
 $\sigma^2 t$ = Varians total

Sekaran (2008) provides criteria to determine the level of reliability, namely the value of Cronbach's Alpha. If the Cronbach's Alpha value of 0.8-1 indicates good reliability, a value of 0.6-0.75 means that reliability is accepted, and if Cronbach's Alpha value <0.6 indicates poor reliability.

3.3.2.Classic Assumption Test

According to now (2006), to be able to perform multiple regression analysis, it is necessary to test the assumptions of the analysis, namely: normality, multicollinearity, and heteroscedasticity. So that the data collected can be meaningful and useful, resulting in a BLUE (Best Linear Unbiased Estimator). Some of the classical assumption tests used in this study are as follows:

3.3.3. Normality Test

This test is intended to determine whether the research variables have a normal distribution or not. A variable that has a normal distribution is if the model can estimate that Y is equal to or close to the original value of Y. The normality test aims to test the normality of the distribution of the dependent variable and the independent variable. The normality test of the data in this study was carried out using a normal probability plot graph by looking at the tendency of the data distribution to the regression line (Santoso, 2000:206).

3.3.4. Homoscedasticity / Non Heteroscedasticity

The purpose of the homoscedasticity test in principle is to test whether the variance of all variables is constant (same), in the sense that there is no relationship between the confounding variable and the independent variable. This means that the variation of Y values around the mean is constant for all X. If the variance is the same, then there is homoscedasticity. Meanwhile, if the variance is not the same, it is said that heteroscedasticity occurs (Santoso, 2004:208). To detect the presence or absence of homoscedasticity symptoms, it can be done by looking at the graph plot between the predicted value of the dependent variable, namely ZPRED with the residual SRESID (Ghozali, 2005:10 5). The heteroscedasticity assumption test aims to test whether in the regression model there is a variance from the residuals from other observations (Santoso, 2000:209). If the variance of the residuals is different, then heteroscedasticity occurs. A good regression model is a model that is free from heteroscedasticity symptoms.

3.3.5. Data Analysis Techniques

The data analysis technique used in an effort to answer the problem and achieve the objectives of this study is multiple regression analysis with the following regression equations;

$$Y = + 1X_1 + 2X_2 +$$

Information;

Y = POKJA Performance of Procurement Service Unit

= Intercept

= Regression coefficient

X₁ = Efficiency

X₂ = Effectiveness

= Residual

3.3.5. Data Analysis Techniques

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= Intercept

= Regression coefficient

X₁ = Efficiency

X₂ = Effectiveness

= Residual

3.3.6. Hypothesis Testing

Hypothesis testing in this study used the t-test with a significance level of 5%. The test criteria are; if t count > t table then H₀ is rejected and H_a is accepted, meaning that there is an effect of efficiency and effectiveness on the performance of the Working Group (POKJA) of the Papua Province Procurement Service Unit. Another hypothesis test used is to use the F test with a significant level of 5%. The test criteria are; if F count > F table then H₀ is rejected and H_a is accepted, meaning that there is an effect of efficiency and effectiveness on the performance of the Working Group (POKJA) of the Papua Province Procurement Service Unit.

4. RESEARCH RESULTS AND DISCUSSION

The first hypothesis proposed in this study is that there is an effect of efficiency (X₁) on the performance of the work group (Pokja) of the Procurement Service Unit (Y). Based on the table above, it can be seen that the t-count value is 2.617 with a significance of 0.011 which is smaller than the p-value of 0.05, so that H₀ is rejected, meaning that the regression coefficient is significant. Thus, it can be concluded that efficiency affects the performance of the working group (Pokja) of the Procurement Service Unit (Y).

The second hypothesis proposed in this study is that there is an effect of effectiveness (X₂) on the performance of the work group (Pokja) of the

Procurement Service Unit (Y). Based on the table above, it can be seen that the t-count value is 5.881 with a significance of 0.000 which is smaller than the p-value of 0.05 so that H_0 is rejected, meaning the path coefficient is significant. Thus, it can be concluded that the effectiveness of the ULP has a positive and significant effect on the performance of the Procurement Service Unit (Y) working group (Pokja).

Based on the results of simultaneous testing (F test) shows that the calculated F value is 59.818 with a significance of 0.000 which is smaller than the p value of 0.05 so that H_0 is rejected. That is, the efficiency (X1) and effectiveness (X2) variables simultaneously affect the performance of the Procurement Service Unit (Y) working group (Pokja). The contribution of these three variables is 64.4% and the remaining 35.6% is influenced by other factors not explained in the study.

4.1. Discussion of Research Results

This section is the result of a discussion on the data that has been obtained. Furthermore, this systematic discussion is arranged sequentially with reference to the formulation of the problem posed.

4.1.1. The Effect of Efficiency on the Performance of Members of the Papua Province ULP Working Group

The results showed that the efficiency variable (X1) had an effect on the performance of the Procurement Service Unit (Y) working group (Pokja). Efficiency which is an independent variable partially directly affects the performance of members of the ULP working group. The more efficient the tasks and responsibilities assigned, the more task entities that provide opportunities to increase work capacity and do their best so that work responsibilities can efficiently improve the performance of working group members.

In accordance with the results of the multiple regression test, it can be seen that the t value of 2.617 with a significance of 0.011 is smaller than the p value of 0.05, so that H_0 is rejected, meaning that the regression coefficient is significant. Thus, it can be concluded that efficiency affects the performance of the working group (Pokja) of the Procurement Service Unit (Y).

this is in line with the research conducted by Nindy Syafrilia, (2012) The effectiveness of monitoring and evaluation of the reform of the procurement of goods and services in Kulon Progo district. The implementation of monitoring and evaluation in the

process of procurement of goods/services in Kulon Progo Regency has been running effectively as evidenced by the results of calculating the value of the effectiveness index. is 2.77.

4.1.1. The Effect of Effectiveness on the Performance of Members of the Papua Province ULP Working Group

The results showed that the effectiveness variable affected the performance of the ULP working group members. It can be interpreted that the effectiveness variable has a direct effect on members of the ULP working group. The higher a person's effectiveness, the higher his knowledge because experience is closely related to knowledge.

The effectiveness of tasks that are completed properly with a sense of responsibility will improve the performance of members of the ULP working group. So that the second hypothesis proposed in this study is true because of the effect of effectiveness (X2) on the performance of the Procurement Service Unit (Y) working group (Pokja) with the hypothesis it can be explained that the t value is 5.881 with a significance of 0.000 smaller than the p value 0 .05 so that Ho is rejected, meaning that the regression coefficient is significant. Thus, it can be concluded that the effectiveness of the ULP has a positive and significant effect on the performance of the Procurement Service Unit (Y) working group (Pokja).

The results of this study support the research conducted by Kartikaningrum (2007), where the results of the study show that there is a relationship between e-procurement and the procurement of goods, besides that there is also a relationship between e-procurement indicators, namely transparency, effectiveness and efficiency in the procurement of goods.

While the magnitude of the relationship between indicators of transparency of e-procurement to procurement of goods is 53% and indicators of efficiency and effectiveness of e-procurement to efficiency and effectiveness of procurement of goods is 62%.

4.1.1. Effect of Simultaneous Efficiency and Effectiveness on the Performance of Members of the Pokja ULP Papua Province.

Based on the partial and simultaneous test results, the two tests simultaneously indicate that the two independent variables used in this study have a direct effect on

the performance of the members of the Papua Province ULP Working Group with the F test significance of 59.818 with a significance of 0.000 which is smaller than the p value of 0.05. so H_0 is rejected. That is, the efficiency (X1) and effectiveness (X2) variables partially or simultaneously affect the performance of the Procurement Service Unit (Y) working group (Pokja). The contribution of these three variables is 64.4%.

The results of this study based on the perception of respondents, it turned out that most of them stated quite agree on the magnitude of the contribution of the two variables simultaneously affecting performance. Respondents consider the efficiency and effectiveness that they show through the tasks and responsibilities given in the work are sufficient and in accordance with expectations in the form of work and work environment in the working group (Pokja) of the Procurement Service Unit.

The effect of efficiency and effectiveness in the working group of the Pokja for the Procurement Service Unit of the Papua Province ULP based on the descriptive responses of the respondents was found to be sufficient at most. The performance of the ULP Pokja Group seen from the quality of employees at work turns out to have the quality and quantity shown, the reality that occurs in the current formation of the Procurement Service Unit (ULP), with the formation of the Procurement Service Unit (ULP) implemented by the Papua Provincial Government has provided efficiency a budget of Rp. 150,914,057,061 of the total budget of Rp. 3,993,555,778,340 or 3.8%.

The performance implications shown by the Pokja ULP Prifinsi Papua group provide good expectations and positive perceptions from the public on the principle of State/Regional financial management, namely the tipping of budget use which has an impact on being transparent, participatory and accountable.

5. CONCLUSIONS AND SUGGESTIONS

5.1. Conclusion

Based on the discussion of the research results in the previous section, the conclusions of this study are;

1) Partially the efficiency of the Procurement Service Unit (ULP) of the Province of Papua proved to have a positive and significant effect on the performance of the working group (Pokja) of the Procurement Service Unit of the Province of Papua. This is indicated by a significance value of 0.011 (probability < 0.050) and a tcount of 2.617

while t-table is 1.658 so that $t_{count} > t_{table}$ ($2.617 > 1.658$, which means that the first hypothesis is accepted.

2) Partially the effectiveness of the Procurement Service Unit (ULP) of the Province of Papua has proven to have a positive and significant effect on the level of efficiency and effectiveness of the budget in the Province of Papua. This can be seen from the significance value of 0.000 (probability < 0.050) and the tcount value of 5.881 while ttable 1.617 so that $t_{count} > t_{table}$ ($5.881 > 1.617$) which means that the second hypothesis is accepted.

3) Simultaneously explained that the efficiency and effectiveness of the Procurement Service Unit of the Province of Papua proved to have a positive and significant effect on the performance of the working group (Pokja) of the Procurement Service Unit of the Province of Papua. This is indicated by the significance value of 0.000 (probability < 0.05) with the Fcount value of 59.818 while Ftable 2.346 so that $F_{count} > F_{table}$ ($59.818 > 2.346$).

4) The establishment of the ULP by the Papuan Provincial Government has resulted in an efficiency and effectiveness of a budget of Rp. 150,914,057,061 of the total budget of Rp. 3,993,555,778,340 or 3.8 percent.

5.2. Suggestion

Suggestions that can be submitted based on the discussion of the findings of this study are;

1. To ensure efficiency and effectiveness in the Procurement Service Unit of Papua Province, intensive supervision or monitoring is needed from both the community and NGOs such as ICW (Indonesia Corruption Watch). The need for supervision of the community and NGOs, because these two actors have roles that are considered the best and are neutral in the procurement of goods/services, so that the purpose of e-procurement can later run well and without any suspicion.
2. It is necessary to improve the implementation of communication both between Regional Work Units (SKPD) and participants in providing goods and services / the wider community in the implementation of e-procurement where information must be conveyed as clearly, precisely and accurately as possible and can be understood so as not to deviations occur.
3. In the context of implementing the efficiency and effectiveness carried out by the Procurement Service Unit of the Province of Papua, it is obligatory to pay attention

to the applicable regulations, as well as pay attention to, evaluate the resources of the apparatus in the ULP so that improvements and capabilities are always sought so that in the implementation of each task and authority can be carried out properly related to the implementation of e-procurement as well as other duties and authorities can be relied upon as a positive source of strength in achieving ULP efficiency and effectiveness.

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LEMBAR
HASIL PENILAIAN SEJAWAT SEBIDANG ATAU PEER REVIEW
KARYA ILMIAH : PROSIDING*

Judul karya ilmiah(paper) : **Effect of Efficiency Performance of employees (Empirical study on Procurement Services unit Papua)**

Jumlah Penulis : 4 (Empat) orang (Rini Setiawati Hasan,Mugiati,M.Ridwan Rumasukun,Fauziah F.Farowowan)

Status Pengusul : Penulis kedua (ke-2)

Identitas prosiding : a. Judul Prosiding : 3rd International Conference on Research Methods in Management and Social Sciences (ICRMMS-2015)
 b. Tahun Terbit, Tempat Pelaksanaan: 27-28 November 2015, Jayapura, Papua-Indonesia
 c. Penerbit/organiser : Universitas Cenderawasih
 d. Alamat repository PT/web prosiding: <https://p2tik.ustj.ac.id/respository/>

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Hasil Penilaian Peer Review :

Komponen Yang Dinilai	Nilai Maksimal Prosiding		Nilai Akhir Yang Diperoleh
	Internasional <input type="checkbox"/>	Nasional <input type="checkbox"/>	
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Total = (100%)	15		14,8
Nilai Pengusul =			
KOMENTAR/ULASAN PEER REVIEW			
• Kelengkapan dan Kesesuaian Unsur	Sesuai dengan standar penulisan makalah seminar Internasional		
• Ruang Lingkup dan Kedalaman Pembahasan	Substansi isi makalah membahas ruang lingkup Manajemen , dengan kedalaman pembahasan yang sangat baik .		
• Kecukupan dan Kemutakhiran Data/Informasi dan Metodologi	Data mutakhir dan memenuhi kecukupan, serta metodologi yang digunakan sesuai dan tepat		
• Kelengkapan Unsur dan Kualitas Penerbit	Kelengkapan unsur terpeuhi dan Pelaksana Prosiding Universitas Cenderawasih di Jayapura		

Makassar, 12 Februari 2021

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 Makassar

LEMBAR
HASIL PENILAIAN SEJAWAT SEBIDANG ATAU PEER REVIEW
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Hasil Penilaian *Peer Review* :

Komponen Yang Dinilai	Nilai Maksimal <i>Prosiding</i>		Nilai Akhir Yang Diperoleh
	Internasional <input type="checkbox"/>	Nasional <input type="checkbox"/>	
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b. Ruang lingkup dan kedalaman pembahasan (30%)	4,5		4,4
c. Kecukupan dan kemutakhiran data/informasi dan metodologi (30%)	4,5		4,5
d. Kelengkapan unsur dan kualitas terbitan/prosiding (30%)	4,5		4,4
Total = (100%)	15		14,8
Nilai Pengusul =			
KOMENTAR/ULASAN PEER REVIEW			
• Kelengkapan dan Kesesuaian Unsur	Makalah telah ditulis Sesuai dengan standar penulisan Seminar Internasional		
• Ruang Lingkup dan Kedalaman Pembahasan	Pembahasan Makalah mencakup ruang lingkup Manajemen , dan kedalaman pembahasannya sangat baik		
• Kecukupan dan Kemutakhiran Data/Informasi dan Metodologi	Kecukupan dan kemutakhiran data terpenuhi dan penerapan metodologi sangat baik.		
• Kelengkapan Unsur dan Kualitas Penerbit	Kelengkapan unsur terpenuhi dan Pelaksana Prosiding adalah Universitas Cenderawasih di Jayapura		

Makassar, 05 Februari 2021

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