



**Nilai Field Consultancy and
Training, Malaysia (NFCT)**

**2nd International Conference on
Management, Technology and
Social Sciences,
(ICMTSS, 2016)**

Proceedings



**Sekolah Tinggi Ilmu Ekonomi
Port Numbay, Jayapura**

**Jayapura, Papua, Indonesia
5th November, 2016**

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STIE PORT NUMBAY, PAPUA, a committed academic institution, in Makassar, Indonesia, have a wide range of academic programs with a pool of eminent faculty members.

NFCT, Malaysia, a professional consultant organization, committed to students, faculty and industry skill development with a pool of eminent researchers, trainers, teachers and consultants from Malaysia.

We started our academic and professional relationship in a simple way.

Two organizations come to know each other incidentally.

We shared each other's strength and opportunities.

We asked together, why we don't work together for the betterment of academic development through people empowerment.

A vision instigated....!!

A mission established...!!

And.....we are with our goal to empower the people in academic and industry through collaborative, academic and professional endeavors

**NFCT MALAYSIA –
PORT NUMBAY, PAPUA**



THE TEAM



**2nd INTERNATIONAL CONFERENCE ON
MANAGEMENT, TECHNOLOGY AND SOCIAL SCIENCES
ICMTSS – NOVEMBER 2016
NILAI FIELD CONSULTANCY AND TRAINING (NFCT) MALAYSIA
STIEM PORT NUMBAY, PAPUA**



ICMTSS - 2016

INTERNATIONAL CONFERENCE ON MANAGEMENT,
TECHNOLOGY AND SOCIAL SCIENCES
NFCT-STIE PORT NUMBAY

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NILAI FIELD CONSULTANCY AND TRAINING (NFCT)

Nilai Field Consultancy and Training (NFCT) is an International organization, tries to establish strong link between various stakeholders in the literary and publishing world, to act as a medium for effective deliberations and discussions. The objective behind NFCT is to connect the observations and finding of latest researches, deliberate it in international events like conferences, symposiums, seminars etc. and support the researchers, industrialists, scientists, and intellectuals across the world for cross border works and collaborated outputs. Such efforts have several implications in the form of supporting the policy decision makers in the development or improvement of major policies, taking effective decisions considering the far reaching consequences, giving due insight into effective methodological interventions for reliable outcomes, and finally support the advancement of literature and society. Nilai Field Consultancy and Training (NFCT) is engaged in several events like conferences, seminars, symposiums, Corporate trainings and Research Colloquiums. NFCT provides a unique platform to scholars, academicians, practitioners and business managers to share their valuable knowledge and experience with each other. NFCT organizes conferences, seminars, workshops and publishes diversified research journals to support and promote education and research. The objective of NFCT is to bring people from the academia and business world closer so that they can share the latest developments in the fields of economics, information management, business, education, development studies, social sciences and technology. It also aims to establish better understanding among policymakers and other stakeholders. Our motto, here with this dedicated effort is to create a platform for healthy deliberations and discussions, in a globalized knowledge management era.

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Dr. Ugheoke Solomon Ozemoyah

Ms. Rahmawati

ABOUT THE CONFERENCE

International Conference on Technology, Management and Social Sciences Conference 2016 is the second international conference held by NFCT, Malaysia in collaboration with STIE Port Numbay, Indonesia. This conference has the very objective of inviting attention from policy makers, industry, managers, researchers, consultants and trainers, on timely Technology, Management and Social Sciences issues in economic and social development. The conference addresses majority social science areas in addition to technology, business, and social sciences viz, accounting, finance, management, operations management, marketing, psychology, sociology, public health, and entrepreneurship.

CONFERENCE THEME

The conference theme is Role of Technology, Management and Social Sciences in Economy Development. The theme will cover a wide range of topics with particular focus given to the following themes.

HUMAN RESOURCE MANAGEMENT, INNOVATION AND ENTREPRENEURSHIP

- Leadership Development
- Innovation and creativity
- Entrepreneurial orientation
- Motivation at work
- Motivation and Productivity
- Performance management
- Work Culture development
- Change Management
- Workforce management
- Brand building through HR initiatives
- International HR issues
- Managing diversity at work
- Cross cultural communication

- Competency Mapping
- Labor issues
- Welfare Management
- Talent Management
- Team building
- Habit development
- Attitude development
- Effective transaction for productivity
- Personality development Succession planning Quality of life
- Behavioral Modification
- Mentoring and Coaching
- Effective attendance management
- Goal setting and career development

CONSUMER AND MARKET ANALAYSIS

- Consumer behavior analysis
- Consumption analysis
- Market segmentation
- Product management
- Distribution channel
- Brand management

- Customer relationship management
- Green marketing
- Retailing
- Pricing strategies
- Marketing communication
- International marketing

FINANCIAL MANAGEMENT

- Corporate Finance
- Banking /financial institutions
- Financial Statement Analyses
- Islamic Finance and Banking
- Financial and Economic Integration

- Risk Management
- International Finance
- Corporate Governance
- Emerging Markets
- Financial Regulation and Policy analysis

SUSTAINABILITY AND COMMUNITY DEVELOPMENT

- Environmental policies
- Corporate social responsibility;
- Sustainable business models;
- Business economic modeling and simulation
- Efficiency, productivity and externality
- Poverty, inequality and social cohesion
- Sustainable livelihood

- Climate change
- Development of development
- Integrated resource management;
- Technological development and innovation
- Green accounting
- Energy, environment and sustainable systems
- Sustainable development
- Food security;

EDUCATION AND TECHNOLOGY MANAGEMENT

- Collaborative Learning
- E-Learning
- Special Education
- Distance Learning
- Vocational Education
- Business Education
- Environmental Education
- Financial Education

- Collaborative Learning
- E-Learning
- Special Education
- Distance Learning
- Vocational Education
- Business Education
- Environmental Education

SESSIONS

International education and industry professionals, academicians and corporate executives, will deliver their paper presentation by providing participants with different perspectives and analysis.

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SATURDAY, 5 TH November, 2016		
0730-0800	WELCOME and REGISTRATION	
BREAKFAST		
INAUGURAL CEREMONY		
0800-0805	Welcome Address	Dr. John Agustinus SE., S.Th., MM. (Conference Chair -STIE)
0815-0815	Opening Speech	Drs. Melambassy Moses, MM.
	Guest of Honor	Drs. Nazarudin Toatubun, MM.
0815-0835	Keynote Speech	David White, Consultant, Australia
0835-0850	Speech Vote of Thanks	Prof. Dr. Dileep Kumar M. PhD., M.Phil. (Conference Chair - NFCT)
0857-0900	PHOTO SESSION	
Room 1:	TECHNICAL SESSION 1 - FINANCE	
		Session Chair
0900-0920	ANALYSIS OF FACTORS AFFECTING QUALITY OF FINANCIAL INFORMATION STATEMENTS OF LOCAL GOVERNMENT EVRAIM SOINDEMI WESTIM RATANG YANUARIUS RESUBUN <i>College of Economics Port Numbay Cenderawasih University</i>	Dr. Muhammad Rakib
0921-0940	ANALYSIS OF PROTECTION AND MANAGEMENT CONTROL ON FIXED ASSETS IN THE DEPARTEMENT OF REVENUE, FINANCE AND ASSETS MANAGEMENT EDISON YAGOLI <i>College of Economics Port Numbay</i>	
0940-1000	PERFORMANCE-BASED BUDGETING IN MAKING GOVERNMENT ACCOUNTABILITY PERFORMANCE ISMAIL BADOLLAHI <i>Muhammadiyah University of Makassar</i>	
1000-1020	EFFECT OF TAXPAYER COMPLIANCE AND DISBURSEMENT ON TAX ARREARS OF REVENUE (INCOME TAX) IN PERSONAL TAX OFFICE (KPP), PRATAMA JAYAPURA HELMI TOATUBUN <i>College of Economics Port Numbay</i>	

1020-1040	<p>ANALYSIS OF FACTORS AFFECTING BUDGETARY REVENUES AND EXPENSES BASED ON PERFORMANCE PROCESS</p> <p>YAHUKIMOMARSENI RUPANG JOHN AGUSTINUS <i>Graduate School of Economics, Jayapura, Port Numbay</i></p>	
1040-1100	<p>THE INFLUENCE OF FISCAL DECENTRALIZATION TOWARD STRUCTURE OF EXPENDITURES AND ECONOMIC GROWTH</p> <p>HADI SUBROTO <i>College of Economics Port Numbay</i></p>	
1100-1120	<p>EFFECT OF OPERATING COSTS AND LOSSES OF INCOME TO PT PLN (PERSERO), PAPUA</p> <p>MUGIATI FAUZIAH R. FARAWOWAN SULIS FATOAH <i>University of Science And Technology, Jayapura College of Economics Port Numbay</i></p>	
1120-1140	<p>ANALYSIS OF FACTORS AFFECTING THE DISTRIBUTION OF FINANCING</p> <p>HELMI TOATUBUN MUHAMMAD YUSUF GOLAM <i>College of Economics Port Numbay</i></p>	
1140-1200	<p>ANALYSIS OF FACTORS AFFECTING FINANCIAL PERFORMANCE OF LOCAL GOVERNMENT IN SAMARINDA-INDONESIA</p> <p>LA ODE HASIARA ¹ MUHAMMAD AZIS ² <i>Samarinda State Polytechnic, ¹ Makassar State University ²</i></p>	
1200-1255	LUNCH BREAK	
Room 1:	TECHNICAL SESSION 2 ENTREPRENEURSHIP MARKETING AND HR	Session Chair
1300-1320	<p>ROLE OF ENTREPRENEURSHIP AND MARKET ORIENTATION ON FARMER'S INCOME GROWTH IN THE CITY OF WAMENA JAYAWIJAYA</p> <p>WESTIM RATANG <i>Cenderawsih University, Indonesia</i></p>	

<p>1520-1540</p>	<p>EFFECT OF JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT ON PERFORMANCE OF EMPLOYEES IN THE REVENUE DEPARTMENT, JAYAPURA</p> <p>SIAN LINDA LEREBULAN <i>College of Economics. Port Numbay</i></p>	
<p>1541-1561</p>	<p>EFFECT OF WORK ENVIRONMENT, ORGANIZATION CULTURE AND ORGANIZATIONAL COMMITMENT ON PERFORMANCE OF EMPLOYEES</p> <p>CHRISTINA M. AMSANSIUM <i>College of Economics Port Numbay</i></p>	
<p>1562-1582</p>	<p>EFFECT OF TEACHER CERTIFICATION AND PERFORMANCE IMPROVEMENT ON WORK MOTIVATION TO GURU SMP STATE 9 JAYAPURA</p> <p>TAUFIK RIANTO WIBOWO JOHN AGUSTINUS <i>Graduate School of Economics Jayapura Port Numbay</i></p>	<p>Dr. Irwan Usman</p>
<p>1583-1603</p>	<p>INFLUENCE OF MOTIVATION, COMPETENCE AND CAREER DEVELOPMENT ON THE PERFORMANCE OF STATE UNIVERSITIES LECTURERS IN EAST KALIMANTAN</p> <p>MUHAMMAD IDRUS, TABA¹ DIRGA, LESTARI² MOHAMMAD, SOBARSYAH³</p> <p>^{1,3} Faculty of Economics and Business, Universitas Hasanuddin, Makassar, South Sulawesi, Indonesia ² Faculty of Economics, Universitas Mulawarman, Samarinda, East Kalimantan, Indonesia</p>	
<p>1604-1624</p>	<p>EFFECT OF EDUCATION AND ECONOMIC WELFARE OF MOTHER AND CHILD IN THE DISTRICT OF DEKAI YAHUKIMO INA HASEGEM</p> <p>JOHN AGUSTINUS <i>College of Economics Port Numbay</i></p>	
<p>1625-1645</p>	<p>EFFECTIVENESS OF MUSIC THERAPY ON STATUS OF VITAL SIGNS IN PATIENTS WITH HYPERTENSION</p> <p>SUSELO <i>Hospital Nursing Academy Marthen Indey</i></p>	
<p>1646-1666</p>	<p>A STUDY ON KEEROM PUBLIC INTEREST IN THE IMPLEMENTATION OF GOVERNMENT REGULATION (NUMBER 48 YEAR 2014) REGARDING THE WORKING HOURS AND FREE MARRIAGE</p> <p>SUMADIONO <i>College of Economics Port Numbay</i></p>	

1540-1600	<p>ROLE OF STAKEHOLDERS IN THE SUPPRESSION OF RELIGIOUS LEADERS IN DISTRICT BLIND AKSARA DEKAI IN YAHUKIMO</p> <p>MEKI TATOGO <i>College of Economics Port Numbay</i></p>	
1600-1620	COFEE BREAK	
Room 1:	TECHNICAL SESSION 3 HRM	
1620-1640	<p>EFFECT OF ORGANIZATIONAL CULTURE, COMMITMENT, AND CAREER DEVELOPMENT ON THE PERFORMANCE OF EMPLOYEES IN THE DEPARTMENT OF EDUCATION</p> <p>PAUL HUBY ARRY PONGTIKU MUGIATI <i>College of Economics Port Numbay University of Science and Technology Jayapura</i></p>	
1640-1700	<p>WORK ENVIRONMENT, MOTIVATION AND ORGANIZATIONAL CULTURE ON EMPLOYEES PERFORMANCE IN DEPARTMENT OF AGRICULTURE YAHUKIMO REGION</p> <p>SELVI PONGSITANAN M.RIDWAN RUMASUKUN MUGIATI <i>College of Economics Port Numbay University of Science and Technology Jayapura</i></p>	Dr. Arry Pongtiku
1700-1720	<p>INFLUENCE OF LEADERSHIP STYLE, WORK MOTIVATION AND WORK EXPERIENCE ON EMPLOYEE PERFORMANCE</p> <p>HANS HELUKA JOHN AGUSTINUS <i>College of Economics Port Numbay</i></p>	
1720-1740	<p>EFFECT OF LEADERSHIP, COMMITMENT AND CAREER DEVELOPMENT ON PERFORMANCE OF EMPLOYEES IN THE DEPARTMENT OF TOURISM IN YAHUKIMO</p> <p>SINENG SILAK, JOHN AGUSTINUS <i>College of Economics Port Numbay</i></p>	
1740-1800	<p>ROLE OF INDIGENOUS LEADER, MENGGELIK BAHABOL IN THE HISTORY AND FORMATION OF YAHUKIMO: LITERATURE REVIEW</p> <p>SAMITA BAHABOL JOHN AGUSTINUS ARRY PONGTIKU <i>College of Economics Port Numbay</i></p>	

1800-1820	<p>EFFECT OF ORGANIZATIONAL CULTURE AND COMMITMENT ON THE PERFORMANCE OF EMPLOYEES IN OFFICE OF WOMEN EMPOWERMENT AND FAMILY PLANNING IN YAHUKIMO</p> <p>MARKUS WEIPSA JOHN AGUSTINUS <i>College of Economics Port Numbay</i></p>	
1820-1840	<p>INFLUENCE OF ORGANIZATIONAL CULTURE, ORGANIZATIONAL COMMUNICATION AND EDUCATION AND TRAINING ON PERFORMANCE OF OFFICIALS</p> <p>LAZARUS PAHABOL MUGIATI YANUARIUS RESUBUN <i>College of Economics Port Numbay</i> <i>University of Science And Technology Jayapura</i></p>	
1840-1900	<p>THE INFLUENCE OF LEADERSHIP STYLE, JOB SATISFICATION AND JOB COMMITMENT ON THE PERFORMANCE OF EMPLOYEES AT THE FINANCIAL MANAGEMENT AND REGIONAL ASSETS DEPARTEMENT IN YAHUKIMO REGION.</p> <p>DAUD HELUKA <i>College Of Economics Port Numbay</i></p>	
1900-1920	<p>THE INFLUENCE OF LEADERSHIP AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN PUBLIC AGENCY SECRETARIAT OF PAPUA PROVINCE</p> <p>SUKARBI <i>College of Economics Port Numbay</i></p>	

ROOM 2

Room 2: TECHNICAL SESSION PARALLEL 1 HEALTH, HRM AND GENERAL		Session Chair
0900-0920	<p>ENGLISH WITH INDONESIA TASTE: DOMINANT CULTURE SHIFT TO LOCAL CULTURE.</p> <p>SRI FITAYANTI <i>College of Economics. Port Numbay</i></p>	<p>Drs. Yanuarius Resubun</p>
0920-0940	<p>BODY IMAGE OF OBESITY AMONG TEENAGERS: A PHENOMENOLOGICAL STUDY</p> <p>CITA REAST WULANSARI <i>Hospital Nursing Academy Marthen Indey</i></p>	
0940-1000	<p>INFLUENCE OF EDUCATION, TRAINING AND MOTIVATION ON PERFORMANCE AMONG CIVIL SERVANTS</p> <p>DINA MARTHINA ALOMAU <i>College of Economics Port Numbay</i></p>	

1000-1020	<p>EFFECT OF LEADERSHIP, WORK MOTIVATION AND ORGANIZATIONAL COMMITMENT ON PERFORMANCE OF EMPLOYEES</p> <p>JORIM PAHABOL <i>College of Economics Port Numbay</i></p>	
1020-1040	<p>SICK ROLE BEHAVIOR OF PULMONARY TB PATIENTS ON RECOVERY EFFORTS, TREATMENT SEEKING AND TREATMENT OBEDIENCE</p> <p>LAILI NUR HIDAYATI <i>Hospital Nursing Academy Marthen Indey</i></p>	
1040-1100	<p>EFFECT OF LEADERSHIP, JOB SATISFICATION AND ORGANIZATIONAL COMMITMENT ON EMPLOYEES PERFORMANCE AT THE DEPARTEMENT OF SOCIAL AND LABOR</p> <p>KRISTIAN ASSO <i>College of Economics Port Numbay</i></p>	
1100-1120	<p>IMPACT OF ORGANIZATION MOBILITY OF SKILL DEVELOPMENT TRAINING INSTITUTIONS ON LEARNERS SOCIAL ECONOMIC USEFULNESS: A CASE STUDY</p> <p>MUCHTAR YUNUS <i>Universitas Negeri Makassar (UNM)</i></p>	
1120-1140	<p>AN ANALYSIS ON THE BEHAVIOR OF HEALTH SERVICE USE AMONG LEPROSY PATIENTS IN THE WORK AREA OF HAMADI HEALTH CENTER</p> <p>NURMIA <i>Hospital Nursing Academy, Marthen Indey</i></p>	
1140-1200	<p>EFFECT OF JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT ON PERFORMANCE OF EMPLOYEES IN THE REVENUE DEPARTMENT, JAYAPURA</p> <p>SIAN LINDA LEREBULAN <i>College of Economics. Port Numbay</i></p>	
1200-1255	LUNCH BREAK	
Room 2: TECHNICAL SESSION PARALLEL 2 HRM		
1300-1320	<p>INFLUENCE OF REWARD POLICY AND PUNISHMENT ON WORK MOTIVATION AND EMPLOYEE PERFORMANCE IN THE HEAD OFFICE OF PT. REGIONAL DEVELOPMENT BANK OF PAPUA</p> <p>NOVITA OLIVIA JOAQUIN¹ MUGIATI² ARRY PONGTIKU³ <i>College of Economics. Port Numbay</i> <i>University of Science and Technology Jayapura</i></p>	

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1320-1340	<p>ANALYSIS OF RECEIVABLES TURNOVER IN HASJRAT ABADI BRANCH JAYAPURA</p> <p>FACHRI BAASALEM HELMI TOATUBUN <i>College of Economics Port Numbay</i></p>	<p>Dr. John Agustinus</p>
1340-1400	<p>MOTIVATION AND JOB PERFORMANCE INFLUENCE ON PERFORMANCE OF EMPLOYEES IN MINING AND ENERGY DEPARTMENT</p> <p>HARUN YEIMO JOHN AGUSTINUS <i>Graduate School of Economics Jayapura Port Numbay</i></p>	
1400-1420	<p>INFLUENCE OF LEADERSHIP AND WORK MOTIVATION ON PERFORMANCE</p> <p>MEGA JOORDENS PAKAN <i>College of Economics Port Numbay</i></p>	
1420-1440	<p>EFFECT OF MOTIVATION, ABILITY AND WORK DISCIPLINE ON PERFORMANCE OF STATE CIVIL ADMINISTRATIVE DEPARTMENT OF COOPERATIVES, INDUSTRY AND TRADE, YAHUKIMO</p> <p>MELPAWAN SIRINGGORINGGO JOHN AGUSTINUS <i>School of Economics Jayapura Port Numbay</i></p>	
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1540-1600	<p>CUSTOMER RELATIONSHIP MANAGEMENT (CRM) IN BANKING SECTOR: CRITICAL REVIEW</p> <p><i>Normala S. G and Dileep Kumar M</i> <i>Geomatika University College</i> <i>International Teaching University Georgia, Europe.</i></p>	

1600-1620		COFFEE BREAK
Room 2: TECHNICAL SESSION PARALLEL 3 MARKETING AND HRM		
1620-1640	<p>EFFECT OF THE QUALITY OF SERVICES ON CUSTOMER SATISFACTION IN PORT OF INDONESIA IV (PERSERO) MAKASSAR</p> <p>FAUZIAH F, FARAWOWAN MUKLIS KANTO MUGIATI <i>College of Economics Port Numbay College of Economics Management Bongaya University of Science and Technology Jayapura</i></p>	Dr. Mugiati
1640-1700	<p>EFFECT OF PRODUCT QUALITY AND PRICE ON CUSTOMER LOYALTY IN OILS PRIMA XP PT. SINDITA SALSABILA JAYAPURA</p> <p>DANI MELMAMBESSY <i>College of Economics Port Numbay</i></p>	
1700-1720	<p>EFFECT OF SERVICE QUALITY AND CUSTOMER SATISFACTION ON SALES LEVEL IN SWISS-BEL HOTEL, JAYAPURA</p> <p>SULIS FATOAH FAUZIAH R. FARAWOWAN <i>College of Economics Port Numbay</i></p>	
1720-1740	<p>THE IMPACT OF COMPETENCY CERTIFICATION AND LEADERSHIP STYLE ON EMPLOYEE PERFORMANCE - WITH RECOGNITION AS A MODERATING VARIABLE : CASE STUDY OF MINING COMPANIES IN THE EAST OF INDONESIA</p> <p>IRWAN USMAN HARIS MAUPA <i>Hasanuddin University Makassar</i></p>	
1740-1800	<p>EFFECT OF EDUCATION, EMPLOYEE COMMITMENT AND WORK ENVIRONMENT ON PERFORMANCE OF EMPLOYEES AT THE OFFICE OF WOMEN EMPOWERMENT</p> <p>ELIAP BAYE ARRY PONGTIKU MUGIATI <i>University of Science and Technology Jayapura</i></p>	
1800-1820	<p>EFFECT OF WORK DISCIPLINE, MOTIVATION AND ORGANIZATIONAL CULTURE ON EMPLOYEE PERFORMANCE - STUDY ON STAFFING AGENCY, EDUCATION AND TRAINING</p> <p>IBRAHIM ELIAB RONSUMBRE RIVO MANANSANG <i>College of Economics Port Numbay</i></p>	
1820-1840	<p>EFFECT OF LEADERSHIP STYLE, WORK MOTIVATION AND WORK EXPERIENCE ON EMPLOYEE PERFORMANCE</p>	

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1840-1900	<p>EFFECT OF WORK CULTURE, ABILITY AND EMPLOYEES COMMITMENT ON PERFORMANCE IN FINANCIAL ASSET MANAGEMENT BOARD</p> <p>TINUS WETIPO MUSA YAN YOUWE FAUZIAH F. FARAWOWAN <i>College of Economics Port Numbay</i></p>	
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**ANALYSIS OF FACTORS CULTURAL ORGANIZATION, EMPLOYEES
AND COMMITMENT CAREER DEVELOPMENT ON THE
PERFORMANCE OF EMPLOYEES ON THE DEPARTMENT OF
EDUCATION YAHUKIMO**

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ABSTRACT

This study aims 1) to assess and analyze the influence of organizational culture, employee commitment, and career development on employee performance at the District Education Office Yahukimo, and 2) to examine and analyze the factors most dominant influence on employee performance Yahukimo District Education Office

Data collection methods used are observation, interview and questionnaire. Data were analyzed descriptively and quantitatively using Multiple Linear Regression Analysis. The sample with 77 respondents.

The results showed that: in Partial factors Cultural Organization (X1), Commitment Employees (X2), and Career Development (X3) have significant influence on employee performance Education Office Yahukimo And in Simultaneous factors Cultural Organization (X1), Commitment Employees (X2), and Career Development (X3) have significant influence on employee performance at the District Education Office Yakuhimo. The most dominant variable influence on employee performance Education Office Yahukimo among the three variables above are factors Organizational Culture.

Keywords: Organizational Culture, Employee Commitment, Development Career, Employee Performance.

1. INTRODUCTION

Human resource development is a necessity and a strategic step for every local government. An important substance for developing human resources in facing regional autonomy and good governance is a change in the paradigm, attitudes, values and behavior of government officials. Therefore, there are several things that need to be considered, as follows: 1) it is necessary to restore or remind the mission and objectives of the bureaucracy / organization / public administration, so that what is done by bureaucrats or government officials is right on target, 3) the demands of government officials reformed are government officials who are not related by control, order, prediction but are more directed to government officials that focus on alignment, creativity and empowerment. Basically, it requires policies that are oriented to loose and tight principles, where political commitment is used as a direction or guideline instead of political authority, and 4) government officials must be aware that they are public or civil servants whose job is to serve the community.

Law No. 32 of 2002, concerning Regional Autonomy is the obligation of autonomous regions to regulate and manage the interests of local communities according to their own initiatives based on the aspirations of local communities in accordance with statutory regulations. Autonomy means a condition or feature to be controlled by outside parties or forces. Where is the form of government itself (self-government), namely the right to govern or determine one's own destiny (the right of self-government, self-determination). Autonomous government means having the supremacy or domination of power (supremacy of authority) or laws (rules) which are fully implemented by the holders of power in the region. The concept of good governance in the government system has three important components in everyday life, namely: 1) the government, 2) the community, and 3) groups of business actors. Meanwhile, good corporate governance is a concept to increase transparency and accountability which is currently recommended and used in business institutions.

Robbin in Pujiatmika (1996:143), suggests that organizational culture is one of the important factors in influencing company performance. This is because organizational culture is an inseparable part of the internal environment of the organization. There is as much cultural diversity in an organization as there are individuals in the organization. Culture can influence the behavior of organizational members. Furthermore, Davis and Newstorm (1985:112), there are 2 (two) changes experienced by an individual, namely: 1) displacement from one place to another with other cultures, and 2) slow changes in their current environment. Employees

need to learn to adapt to both situations to avoid negative consequences. If this organizational culture has touched the fundamentals in directing behavior and optimizing employee abilities continuously in accordance with the objectives, then the survival of the organization will last a long time.

Gibson (1996:223), employee commitment to the organization involves 3 (three) attitudes, including: 1) identification with organizational goals, 2) feelings of involvement in organizational tasks, and 3) feelings of loyalty to the organization. Where commitment is a form of identification, loyalty and involvement expressed by employees towards the organization or unit and employees who are committed to seeing the values and interests of integrating personal and organizational goals, where skilled employees keep promises and do not require strict supervision.

Hidayat (2002:33) suggests that career is a way of managing human resources and is closely related to motivation, job satisfaction, and employee performance. Careers can also be viewed from many different perspectives. From an overview, career objectives are seen as a sequence of positions occupied by a person during his lifetime. From another perspective, subjective careers are changes in values, attitudes and motivations that occur as a person gets old

Performance is a complex part of human resource management. This is closely related to organizational culture and work commitment in setting goals, targets, directing, coaching and evaluating. Employee performance in the organization is the ability to carry out tasks so that they are carried out with high quality, on time, carefully, and according to procedures. Some of the principles of employee performance in an organization, as follows: a) the principle of participation, where employees/employees need to be given the opportunity to participate in determining the goals to be achieved by the leader, b) the principle of communication, where the leader communicates everything related to the business achievement of tasks with clear information, c) the principle of recognizing the share of subordinates, where the leader recognizes that his subordinates have a share in the effort to achieve goals, d) the principle of delegation of authority, where the leader who gives authority or authority to employees/employees can make decisions at any time towards the work he does, and e) the principle of giving attention, where the leader pays attention to what the employees/employees want.

2.LITERATURE REVIEW

Hofstede (1984:165), the concept of culture has been mainstream in the field of anthropology since its inception and received attention in the early development of the study of organizational behavior. However, it is only recently that the concept of

culture has emerged as a major dimension in understanding organizational behavior. Schein (1984:78), suggests that many recent works have argued about the key role of organizational culture in achieving organizational excellence.

Robbins (1996:98), organizational culture as a shared perception held by members of the organization and become a system of shared meaning. Meanwhile, Schein (1991:145) chooses a definition that can explain how culture developed, how it became what it is today, or how culture can be changed if the survival of the organization is at stake. For that we need a definition that can help understand the dynamic evolutionary forces that influence a culture to develop and change.

Employee commitment is the level of trust in accordance with organizational goals and has a desire to remain in the organization (Robert L., John H. Jaksen, 2001 in Tobing, 2005:125)

Job satisfaction and employee commitment tend to influence each other, and generally people who are relatively satisfied with their work will be more committed to the organization. People who are committed to the organization are more likely to have greater satisfaction.

Employee commitment is defined as a condition in which an employee sided with the organization and the goals of the organization and is willing to maintain membership in the organization concerned. Employee commitment is an indicator to measure the degree and extent to which a manager takes sides with the goals of the organization (Robins, 1996:93).

Meyer and Allen (1990:47) suggest that employee commitment refers to 3 (three) dimensions, namely: 1) workers with a strong affective commitment will continue to do the work that is their responsibility because they want to do more for the organization. , 2) workers who are involved in the organization because it is based on continuance commitment (awareness of the costs that must be incurred if he leaves the company) to remain in the organization, and 3) workers with high normative commitment (feeling to defend the organization despite social pressure) feel necessary to maintain the organization.

Jaffe & Scott, (1991:163) say that career development is a set of personal goals and strategic movements that lead to achievement.

high achievement of personal progress along the career path. The goal of career development in general is to help employees focus on their future within the company and to help employees follow a career path that involves a continuous learning process. In the career development process, the company provides maximum opportunities for employees for meaningful work. On the other hand,

employees are required to have the responsibility to make career and future plans and find ways to contribute to the company.

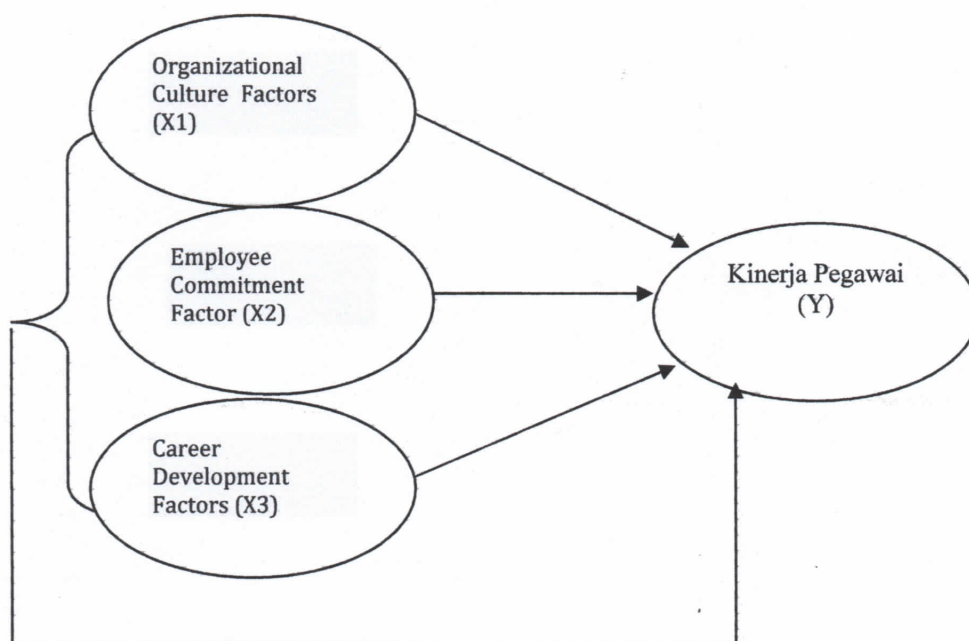
Noe, et al. (1994:94) argues that career development is a process in which employees progress through certain levels of tasks. Each task level has the characteristics of different types of tasks and is growing. Employees will gain greater responsibility, authority, and types of tasks. This will lead employees to be more self-actualizing.

Manurung (1989:39) suggests that in essence career development is a certain condition that changes into a new form or situation leading to a positive direction (as desired), and the change is related to the ability to complete work or tasks from less able to be able. This change is accompanied by an increase in responsibility and an increase in work results or productivity both in quality and quantity.

3. ANALYSIS

3.1. Conceptual Framework

Figure 3.1
Conceptual Framework



3.2 Hypothesis

Starting from the theoretical description, the research hypothesis is as follows:

1. Organizational culture factors, employee commitment, and career development simultaneously and partially have a significant effect on employee performance at the Yahukimo District Education Office.

2. The organizational culture factor partially dominantly influences employee performance at the Yahukimo District Education Office.

3.3. Population and Sample

1. Population

Sugiyono (2000:68), states that the population is a generalization consisting of objects or subjects that have certain numbers and characteristics determined by researchers to be studied and then drawn conclusions. Thus the population in this study were all employees at the Yahukimo District Education Office as many as 77 employees.

2. Samples

In sampling, this study is guided by the opinion expressed by Arikunto Suharsini (1991: 52), if the subject is less than 100 people, then it is better to take everything in accordance with the opinion above, then the author takes the entire population of 77 respondents as a sample.

3.4. Data analysis method

Methods of data analysis used in this research is multiple linear regression analysis.

4. RESULTS

Based on the results of this multiple regression analysis, the significance level obtained to test the acceptance or rejection of the research hypothesis is determined by:

- a. Comparing the value of t_{count} with the value of t_{table} at the confidence level = 0.05 and degrees of freedom (df) = $(k-1)$; $(n - k)$ and $(n - 1)$ or $df = 3 ; 77$; If the value of $t_{table} = 2.008$ at $\alpha = 0.05$ is greater than t_{count} , then the conclusion is that the research results support H_0 and do not support H_a , or if the t_{table} value is smaller than t_{count} then the research results do not support H_0 and support H_a .
- b. Comparing the probability value (p) with the degree of confidence = 0.05 where if the p value $> (0.05)$ then the research results support H_0 and do not support H_a , or if the p value $< (0.05)$ then the research results do not support H_0 and support H_a .

To prove that this research hypothesis is accepted, it is assumed that organizational culture (X_1), employee commitment (X_2), and career development (X_3) have a significant effect on employee performance at the Education Office of

Yahukimo Regency, indicating that the multiple regression coefficient (multiple R) obtained of 0.954 or 95.4%, and the F ratio of 176.291 at a significance level of $0.000 < = 0.05$. From these results, it can be concluded that simultaneously organizational culture (X1), employee commitment (X2), and career development (X3) have a significant effect on employee productivity at the Yahukimo District Education Office.

The results of the partial test in this study are organizational culture (X1), employee commitment (X2), and career development (X3), which have a significant effect on employee performance at the Education Office of Yahukimo Regency, indicating that:

Organizational Culture (X1) has a positive value tcount of $9.723 > t_{table} 2.008 = 0.05$ indicates that the higher the organizational culture, the higher the performance of employees at the Yahukimo District Education Office

Employee commitment (X2) has a positive and significant effect on employee performance at the Yahukimo District Education Office. With a tcount of $8.004 > t_{table} 2.008 = 0.05$, it shows that the higher the commitment, the higher the performance of employees at the Yahukimo District Education Office.

Career Development (X3) has no positive and significant effect on employee performance at the Yahukimo District Education Office with a tcount of $2.263 > t_{table} 2.008 = 0.05$. This shows that the higher the career development of employees, the higher the performance of employees at the Yahukimo District Education Office

Based on the results of the discussion above, it can be said that this study succeeded in proving the research hypothesis as follows:

1. Accept the first hypothesis (Ha1), which assumes that simultaneously organizational culture factors (X1), employee commitment (X2), and career development (X3) have a significant effect on employee performance at the Yahukimo District Education Office
2. Accept the second hypothesis (Ha2), which assumes that partially the organizational culture factor (X1) tcount 9,723, has a dominant effect on employee performance at the Yahukimo District Education Office

5. Implication

1. Organizational Culture Factors Have a Dominant Influence

Against Employee Performance at the District Education Office Yahukimo

With the Organizational Culture, it is hoped that the awareness of employees at the Education Office of Yahukimo Regency to be able to control themselves and be able to show high mental and moral attitudes in carrying out their duties and responsibilities effectively. The application of organizational culture can regulate the desire and awareness to comply with regulations, work procedures, and social norms. The organizational culture possessed by every employee at the Education Office of Yahukimo Regency can be a strength in managing the organization and is supported by positive contributions to work (creative, imaginative, and innovative), and has the power to realize the potential of the employees themselves.

Its implementation will have a positive impact on the performance of employees at the Yahukimo District Education Office in managing the organization, including: 1) achieving the programmed targets, 2) being able to build strength to solve any problems that arise in the implementation of work evaluations, and 3) the management process is included in a comprehensive manner. consciously into corporate planning which is carried out periodically, directed and programmed.

2. Employee Commitment Factors Have an Influence on Employee

Performance at the Yahukimo District Education Office

Employee commitment to the Education Office of Yahukimo Regency is closely related to employee performance. Routine work performance assessment needs to be carried out in order to know the active role of employees in supporting the achievement of its goals. Employee commitment supported by high morale is a reflection of an employee to do his job well.

Besides that, employee commitment is a reflection that is now the most effective way to know a person's mental spirituality. In addition to giving a mental disposition, commitment also leads to the accumulation of knowledge about a particular job, where through this knowledge accumulation will create a psychomotor skill, which allows a person to do a particular job. The position of employee commitment is used to measure work ability in relation to employee performance

3. Employee Career Development Factors Have Influence Against Employee

Performance at the District Education Office Yahukimo

Careers have a very strong influence on the performance of employees at the Education Office of Yahukimo Regency, this is due to an urge in each employee to perform or do the assigned tasks as well as possible in order to achieve commendable predicate achievements. To do any work with good results, it is

necessary to pay attention to the development of employee performance in the Yahukimo Regency Education Office, namely: 1) work attitudes, such as: willingness to work, skill level determined by education, training in management, 2) the relationship between employees with leadership that is reflected in carrying out the work, 3) efficient management of work resources and systems, and 4) creativity in trying to do the right work.

The level of employee performance at the Yahukimo District Education Office is also very dependent on the opportunities that are open to them. Opportunity in this case means that: a) the opportunity to work, b) a job that is in accordance with the education and skills possessed by the employee, and c) the opportunity to develop oneself

6. Conclusion

Based on the results of the analysis that has been carried out on all variables of organizational culture (X1), employee commitment (X2), and career development (X3) have a significant effect on employee performance at the Education Office of Yahukimo Regency, conclusions and suggestions can be drawn up as follows:

1. The results of statistical test analysis show that simultaneously organizational culture (X1), employee commitment (X2), and career development (X3) have a significant effect on employee performance at the Yahukimo District Education Office with a Fratio of 176.291 with a significance level of 0.000 greater of alpha (α) is equal to 0.05. It means that this research succeeded in proving the first hypothesis. These results indicate that the development of employee performance at the Education Office of Yahukimo Regency, is determined by: 1) efficient management capabilities regarding work resources and systems, 2) creativity responsibility in trying to do the right work, and 3) disciplined work attitude in willingness to work. which is reflected in the relationship in carrying out the work.
2. Statistical test results show that organizational culture factor (X1) has a more dominant influence on the Yahukimo District Education Office. This is evidenced by the multiple regression coefficient of 1.132 and the t-count value of 9.723 at a significance level of 0.000 which is smaller than alpha (α). equal to 0.05. This means that improving employee education greatly supports employee performance. Besides that, the performance strategy is crucial in the efforts of employees to work productively, effectively and efficiently to achieve goals.

7. Recommendation

By considering various findings in data collection and analysis of research results, the suggestions that need to be put forward in this study are:

1. The problem of employee performance at the Education Office of Yahukimo Regency is an important issue, therefore the main tasks and functions of the office in particular need to be paid attention to the education of each employee. This means that every employee to do work with good results, it is necessary to pay attention to their own strengths or needs, desire to succeed, and the value of incentives attached to goals. In addition, employees need to pay attention to technical training and work experience, namely: a) work performance (talent/potential), b) work responsibility interactions (work attitudes, work relationships, work creativity, and incentive values), c) willingness to work and a person's willingness to obey and obey all applicable regulatory norms as a certain mental attitude unit (state of mind, mental attitude) which is an obedient and orderly attitude, and d) a system unit or norms, criteria, and standards that raises awareness and naturally shows sincerity.
2. To fulfill their expectations as a Civil Servant (PNS) it is an unavoidable demand, so that the pattern of bureaucratic service must be abandoned and replaced with a pattern of community service (customer focus) which places the community in a leading position as the basis for the presence of local government officials in organize and serve the interests of society.

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

Judul karya ilmiah(paper) : **Effect Of Organizational Culture, Commitment and carier Development On The Performance of Employes in the Departemen of Education.**

Jumlah Penulis : 3 (Tiga) orang (Paul Huby,Arry Pongtiku,Mugiati)

Status Pengusul : Penulis ketiga (ke-3)

Identitas prosiding : a. Judul Prosiding : Proceeding of 2 st International Conference ,on Technology, Management, and Social Sciences (ICTMSS-2016)
b. ISBN/ISSN : ISBN 978-967-14082-1-6
c. Tahun Terbit, Tempat Pelaksanaan: 5 November 2016, Jayapura, Papua-Indonesia
d. Penerbit/organiser : Nilai Field Consultancy Training, Malaysia(NFCT)
e. Alamat repository PT/web prosiding: www.http://nfct.co.uk

Kategori Publikasi Makalah : Prosiding Forum Ilmiah Internasional
(beri ✓ pada kategori yang tepat) Prosiding Forum Ilmiah Nasional

Hasil Penilaian *Peer Review* :

Komponen Yang Dinilai	Nilai Maksimal <i>Prosiding</i>		Nilai Akhir Yang Diperoleh
	Internasional <input type="checkbox"/>	Nasional <input type="checkbox"/>	
a. Kelengkapan unsur isi paper (10%)	1,5		1,4
b. Ruang lingkup dan kedalaman pembahasan (30%)	4,5		4,4
c. Kecukupan dan kemutakhiran data/informasi dan metodologi (30%)	4,5		4,4
d. Kelengkapan unsur dan kualitas terbitan/prosiding (30%)	4,5		4,5
Total = (100%)	15		14,7
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 penerbit Prosiding memiliki ISBN 978-967-14082-1-6		

Makassar, 12 Februari 2021

Reviewer 1 :

Tanda Tangan
Nama : Prof. Dr. Muhammad Nasir Hamzah, SE, M.Si
NIP : 195912281987031001
Unit kerja : Fakultas Ekonomi dan Bisnis UMI
Makassar

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d. Kelengkapan unsur dan kualitas terbitan/prosiding (30%)	4,5		4,5
Total = (100%)	15		14,7
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	Penerbit Prosiding memiliki nomor ISBN hal ini menunjukkan kualitasnya sangat baik dan kelengkapan unsur terpenuhi.		

Makassar, 05 Februari 2021

Reviewer 2 :

Tanda Tangan

Nama : Prof. Dr. H.Syamsu Alam, SE, M.Si, CIPM
 NIP : 196007031992031001

Unit kerja : Fakultas Ekonomi dan Bisnis UNHAS Makassar