



**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. Irwan Usman

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>	
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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 Geomatika University College 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>	
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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>	
1900-1920	<p>ANALYSIS OF PUBLIC SERVICE QUALITY ON PUBLIC SATISFACTION IN BPS YAHUKIMO REGION</p> <p>MUGIATI¹ FAUZIAH. F. FARAWOWAN² YUSUF GOULAM³ MUHAMMAD IRFAN ADITAMA⁴ <i>University of Science and Technology Jayapura¹</i> <i>College of Economics Port Numbay²³</i> <i>Graduate Student, University of Pancasila⁴</i></p>	
1920-1940	<p>INFLUENCE OF ORGANIZATIONAL CULTURE AND WORK MOTIVATION ON EMPLOYEE PERFORMANCE IN THE SECRETARIAT OF REGIONAL REPRESENTATIVES COUNCIL IN YAHUKIMO</p> <p>SAMSON KARSA PATILANGI <i>College of Economics Port Numbay</i></p>	

**THE EFFECT OF RECRUITMENT SYSTEMS, ORGANIZATIONAL CULTURE,
AND COMMITMENTS ON THE PERFORMANCE OF CIVIL SERVANTS ON
THE PUNCAK JAYA REGENCY GOVERNMENT SERVICE AGENCY.**

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A B S T R A C T

This study has several objectives like 1) to assess and analyze the recruitment System of employees, Organizational culture and commitment of employees towards performance among Servants Supil on personnel Agency Government of Puncak Jaya, and 2), to examine and analyze the factors most dominant influence on employee performance of Civil Servants in the Employment Board of Puncak Jaya region.

Data collection methods used are observation, interview and questionnaire. Data were analyzed descriptively and quantitatively using Multiple Linear Regression Analysis. With a sample size of 78 respondent.

The results showed that in partial factors recruitment system of employees (X1), organizational culture (X2), and the commitment of employees (X3) has shown significant influence on the performance of Civil Servants, in the civil Servise Agency, Government of puncak Jaya. Concurrently, on simultaneous analysis, the recruitment system officer (X1), organizational culture (X2), and employee commitment (X3) have significant effect on the performance of Civil Servants in Region Puncak Jaya. The most dominant variable which influences performance of employees among the three variables above is employee commitment.

Keywords: Employe Recruitment system, organizational culture, employee commitment, employe performance.

1. Background

Government organizations as public organizations exist to organize and serve activities related to efforts to improve people's welfare. As an educational organization, the service aspect becomes the main activity so that employee satisfaction and community satisfaction become indicators of the organization's performance. For this reason, there are 3 (three) main elements that underlie the regulation of authority, including: 1) routine activities of each organizational unit are designated as official tasks, 2) these tasks are relatively stable, meaning they do not experience changes. - meaningful changes and the authority to implement them are fully bound by the applicable rules, and 3) there is regularity in both mechanisms and procedures, standardized methods to ensure the continuity of the implementation of tasks by employees who meet the qualifications according to the provisions - applicable provision.

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.

2. Literature Library

Employee Recruitment System is the process of finding, finding and attracting applicants to become employees at and by certain organizations. Furthermore, recruitment can also be defined as a series of activities to find and attract job

applicants with the motivation, abilities, skills and knowledge needed to cover the deficiencies identified in staffing planning (Ambar Teguh, 2009; 168).

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 jobs 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.

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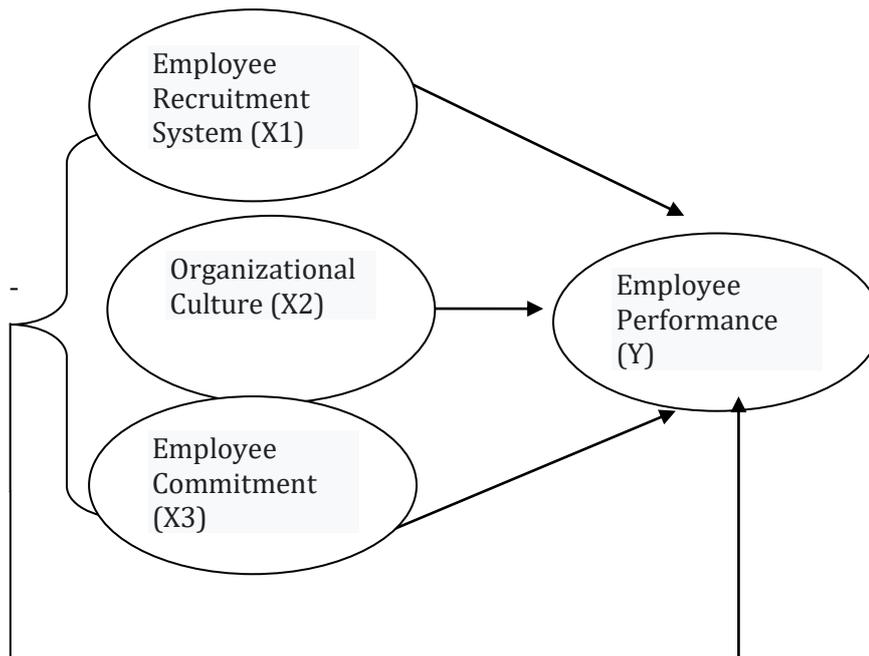
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necessary to maintain the organization.

Figure 3.1
conceptual framework



3.2. Research Hypothesis

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

1. Employee Recruitment System factors, organizational culture, and employee commitment, partially and simultaneously have a significant effect on employee performance at the Regional Government Personnel Agency of Puncak Jaya Regency.
2. The employee commitment factor partially dominantly influences employee performance at the Regional Government Personnel Agency of Puncak Jaya Regency.

4. RESEARCH RESULTS AND DISCUSSION

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:

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 $df = 3 ; 21$; If the value of $t_{table} = 2.02$ at = 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 .

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 .

The results of the partial test in this study are the employee recruitment system (X1), Organizational Culture (X2), and employee commitment (X3) have a significant effect on employee performance at the Office of the Regional Personnel Training and Education Agency of Papua Province, showing that:

a. Employee Recruitment System (X1) has a negative value t_{count} of $-1.062 < t_{table} 2.02 = 0.05$ indicates that there is a negative relationship with employee performance variables. Indicates that each addition is negative.

b. Organizational Culture (X2) has a positive and significant effect on employee performance at the Regional Government Personnel Agency of Puncak Jaya Regency. With a t_{count} of $3.914 > t_{table} 2.02 = 0.05$, it shows that the higher the organizational culture, the higher the performance of employees at the Regional Government Personnel Board of Puncak Jaya Regency.

c. Employee Commitment (X3) has a positive and significant effect on employee performance at the Regional Government Personnel Agency of Puncak Jaya Regency. With a t_{count} of $4.085 > t_{table} 2.02 = 0.05$. This shows that the higher the commitment of employees, the higher the performance of employees at the Regional Government Personnel Agency Office of Puncak Jaya Regency.

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

Accept the first hypothesis (H_{a1}), which assumes that partially employee recruitment factors (X1), Organizational Culture (X2), and employee commitment

(X3) have a significant effect on employee performance at the Regional Government Personnel Agency of Puncak Jaya Regency. With a record recruitment variable (X1) employees have a negative

5. CONCLUSIONS AND SUGGESTIONS

a. Conclusion

1. The results of statistical test analysis show that partially the Employee Recruitment System (X1) and organizational culture (X2), employee commitment (X3) have a significant effect on the performance of employees at the Pemetrintah Pemetrintah Agency of Puncak Jaya Regency, with a probability level of 0.000 for Organizational Culture and Employee Commitment while Recruitment 0.292 are all still below 0.5. It is proven that in this study succeeded in proving the first hypothesis.
2. The results of statistical test analysis show that simultaneously Employee Recruitment (X1), Organizational Culture (X2), and employee commitment (X3) have a significant effect on the performance of employees at the Pemetrintah Pemetrintah Agency of Puncak Jaya Regency, with R Square = 0.329 still below 0.5 .. It is proven that in this study succeeded in proving the second hypothesis.
3. The results of statistical tests show that the employee commitment factor (X3) has a more dominant influence on employee performance at the Regional Government Personnel Agency of Puncak Jaya Regency. This is evidenced by the multiple regression coefficient of 0.427 and the tcount of 4.085 at a significance level of 0.000 which is smaller than alpha (α) equal to 0.05. Thus the third hypothesis is proven.

b.Suggestion

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. Employee Performance Problems at the Pemetrintah Pemetrintah Pemetrintah Regency of Puncak Jaya is an important issue, therefore the main tasks and functions of the office in particular need to be paid attention to the work discipline of each

employee. This means that every employee to do a job with good results, it is necessary to pay attention to their own strengths or needs, the desire to succeed, and the value of incentives attached to the goal.

2. In carrying out their duties as Civil Servants (PNS) and in order to realize increased performance, the pattern of bureaucratic services should be

3. Abandoned and replaced with a pattern of community service (customer focus) that places the community in a leading position as the basis for the presence of local government officials in managing and serving the interests of the community.

4. This study uses two approaches, namely a quantitative approach and a qualitative approach in solving problems on the same object, it is recommended that further research can be carried out on other research objects, namely not only civil servants (PNS) but can be used on research objects others that are related to this research and the research variables can be further developed.

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

Judul karya ilmiah(paper) : **Influence of Employee Recruitment System, Orgazational culture, and Commitment on Civil Servicxe Employes Performance**

Jumlah Penulis : 2 (Dua) orang (Pileki Kokoya,Mugiati)

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• Kecukupan dan Kemutakhiran Data/Informasi dan Metodologi	Data mutakhir dan memenuhi kecukupan, serta metodologi yang digunakan sesuai dan tepat		
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Reviewer 1 :

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- Jumlah Penulis : 2 (Dua) orang (Pileki Kokoya,Mugiati)
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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"/>	
a. Kelengkapan unsur isi paper (10%)	1,5		1,5
b. Ruang lingkup dan kedalaman pembahasan (30%)	4,5		4,4
c. Kecukupan dan kemutahiran data/informasi dan metodologi (30%)	4,5		4,4
d. Kelengkapan unsur dan kualitas terbitan/prosiding (30%)	4,5		4,5
Total = (100%)	15		14,8
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	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

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