

The Effect of Supervision on Increasing the Disciplinary of Employees Work In the Large Center Of Kerinci Seblat National Park Kota Sungai Penuh

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Abstract - Effect of supervision on improving employee discipline at the Central Office of Kerinci Seblat National Park, Full River City. Research this do at the Office of the Central Office of Kerinci Seblat Na-tional Park, Sungai Penuh City. Research this aiming for knowing how much big influence Supervision towards increasing Employee Discipline at the Great Hall of Kerinci Seblat National Park, Sungai Penuh City. This study uses the Quantitative Method because this study wants measurements between Variables X and Y. The sample in this study was as many as 20 people. The sampling technique used is purposive sampling. The influence of supervision on increasing employee discipline in the Central Office of Kerinci Seblat National Park in Sungai Penuh City is 54.41% while the remaining 45.59% can be explained by other causes and the analysis technique of using the product moment correlation hypothesis so that $t_{count} 4,631 > t_{table} 2.101$. Conclusion H_a is accepted and H_o is rejected, in other words there is an Influence of Supervision on the improvement of employee work discipline at the Central Office of Kerinci Seblat National Park Sungai Penuh City.

Keywords - Discipline Supervision and Improvement.

I. INTRODUCTION

Human civilization is growing every time. Humans as social beings cannot escape to live alone in social life. Along with its growing civilization and the need to live together with other humans, humans are encouraged to have a society. The association is a place for various human activities in order to achieve certain goals. The association is called an organization. The relationship between humans and organizations is very close. Humans in meeting their needs require an organization. For example humans need schools, sports associations, religious associations, music associations. While the organization requires humans as a driving factor. Organizational activities will not be separated from human factors. The life factor of the death of an organization in achieving its objectives depends on the involvement and activity of humans.

Every organization operates using resources to produce goods or services to be marketed. Management of these resources will have an influence on the effort to achieve its objectives. Resources owned by the organization include *financial* / capital, physical / material, technology and humans. These sources must be utilized as well as possible and optimally so that the objectives are achieved.

Of the various resources owned by the organization, human resources (HR) occupy an important place or position related to efforts to achieve goals. The reason is that human resources are the executors of every activity in the organization. No matter how good the equipment possessed without human factors will be meaningless. Without the existence of human resources (HR), other resources cannot be utilized as much as possible. It is human beings who move and make other resources move.

In a private company or government agency, people who carry out their duties and obligations are called employees. Given the importance of the position of employees in an organization, the implementation of its activities requires employees who are competent in their abilities, strong will, respect for time, high loyalty to the organization, can carry out their obligations for the organization above personal interests and be disciplined in work. An organization certainly does not want employees who work arbitrarily but want employees who work diligently to follow a high work discipline attitude.

Supervision is one of the functions in management. Experts form different management functions. Like GR. Terry, quoted by Sulistriyo (2003: 38) formulates management functions into four, namely Planning, Organizing, Actuating, and Controlling. Similarly, Henry Fayol was quoted by Sulistriyo (2003: 39), formulating management functions into five, namely Planning, Organizing, Commanding, Coordinating, and Controlling. While T. Hani Handoko (1995: 23) mentions management functions including planning (planning), organizing (organizing), preparation of personnel (staffing), direction (leading), and supervision (controlling). Planning is needed to give direction to the organization to determine the best way to achieve goals. Organizing is needed to be able to design an organizational form that is in accordance with the goals and plans that have been set. Personnel preparation includes withdrawal, placement, training and development, giving orientation to employees. Then employees need to be directed to be able to carry out what they have to do. To be able to run according to the plan there needs to be supervision carried out regularly.

Monitoring that goes well will reduce and prevent errors from employees. Supervision will be more effective if it is carried out by the leader or a direct supervisor called inherent supervision. Talking about supervision in an organization is an important thing, because it relates to the smoothness in the work process of an organization. Therefore, existing employees must be truly professional. Besides that, placing people who are in accordance with their education and abilities is very necessary to support the smooth running of the government or agency concerned.

As for the phenomena that the author encountered at the research site in terms of implementing discipline of employees at the Central Office of Kerinci Seblat National Park, Sungai Penuh, namely as follows:

1. Still there is Employee on Body The frequent not Able morning and not enter work without there is a clear explanation.
2. Besides that too, still existence employees who left task during office hours without legal information. this seen often quiet room on during working hours.
3. Still there is employees were negligent in doing task and work that becomes bear it the answer, inside that means not right time in doing task or the work presented to employee that is. this of course will take effect to low satisfaction from the people who ask services service staffing at the Agency that is.

Indirectly the writer still sees the symptoms that indicate an indication of the lack of realization of the function of good supervision. The weak function of supervision in giving effect to employees which results in a lack of employee discipline. One of them is the problem of employee discipline such as the problem of employee attendance and employee turnover during work hours. This happens because of the weak supervision carried out by the leadership.

Employee attendance data were calculated at 80 Central Office of the Kerinci National Park Seblat City of Sungai Penuh with a total of 34 people from Sungai Penuh City (Jambi), 15 people assigned to the south, 15 people in Bengkulu and 16 people in West Sumatra

Based on the background of the existing problems, the authors are interested in examining the effect of supervision on improving employee work discipline, the authors are interested in conducting research with the title: **THE EFFECT OF SUPERVISION ON INCREASING THE DISCIPLINARY OF EMPLOYEES WORK IN THE LARGE CENTER OF KERINCI SEBLAT NATIONAL PARK KOTA SUNGAI PENUH**

II. THEORETICAL FOUNDATION

2.1. Understanding of Supervision

In an organization, private companies and government agencies must have goals to be achieved. In order to achieve these objectives, companies and agencies will prepare everything needed. For example, in a company, it certainly requires components that influence each other. Among other things human, material / physical, capital and technology

gy. These components support each other in an effort to achieve the stated goals.

In its implementation, problems are often encountered that will hinder the achievement of goals. Problems that arise include, among others, the time that is not resolving a task properly, not fulfilled *deadline (deadline)*. While financial issues include the emergence of excessive budgets, the issuance of money is not in accordance with the evidence of existing expenditure. So to guarantee a job remains in accordance with the plan and does not deviate or deviate from the purpose required by an activity. This activity is called supervision.

2.2. Understanding Work Discipline

Work discipline is a constructive process of development for employees who have an interest because work discipline is shown in action rather than the person. Discipline is also a process of training on employees so that employees can develop self-control and be able to be effective at work. Thus the disciplinary action should also have a positive target, be educational and correct, not a negative action that drops disciplinary employees or subordinates with the intention of disciplinary action to improve the effectiveness of daily tasks and relationships in the future rather than punish past activities.

While according to Mangkunegara (2001: 129) work discipline can be interpreted the implementation of management to strengthen organizational guidelines. Another opinion was expressed by Siswanto (2001: 291) work discipline as an attitude of respecting, respecting, and obeying the applicable regulations both written and unwritten and capable of carrying out them, not evading sanctions if violating the duties and authorities granted to them.

2.2.1 Types of Work Discipline

Work discipline can arise from within oneself and also from orders (Terry, 1993: 218) consisting of:

1) Self imposed discipline, namely discipline arising from oneself on the basis of willingness, awareness and not arising on the basis of coercion. This discipline arises because someone feels his needs are met and feels that he has become part of the organization so that people will be moved to be aware and voluntarily fulfill all applicable regulations.

2) *Command discipline*, which is a discipline that arises because of coercion, order and punishment and power. So this discipline does not arise because of feelings of sincerity

and awareness but because of coercion or threats from other people.

2.2.3 . Size of Work Discipline

With the implementation of the rules, it is expected to enforce employee discipline. But to find out whether the employee has been disciplined or not need to know the criteria that show it.

One expert expressed his opinion that "How do we measure good discipline" generally work discipline exists when employees come to the office at the right time, if they are well-dressed in the workplace, if they use office supplies carefully, if they produce the number and quality of workers satisfactorily and follow the work methods determined by an organization (company) if they complete the work with good enthusiasm

2.2.4. Factors affecting Work Discipline

The success of the implementation of work depends on the willingness of employees or employees to carry out instructions from the leadership and comply with the rules, methods, work standards that have been determined to achieve organizational goals.

In order to achieve discipline in work, it is necessary to pay attention to the factors that influence work discipline, among others, the conditions of the work environment or employee workspace, supervision, orders, and leadership style of the employer.

III. RESEARCH AND RESULT

3.1 Effect of Supervision (X) on Discipline Improvement (Y) Employee Work at the Great Hall of Kerinci Seblat National Park.

3.1.1 Product Moment Correlation.

$$\begin{aligned}
 r_{xy} &= \frac{N \sum XY - \sum X \sum Y}{\sqrt{\{N \sum X^2 - (\sum X)^2\} \{N \sum Y^2 - (\sum Y)^2\}}} \\
 &= \frac{20.140964 - (1899).(1482)}{\sqrt{\{20.180357 - (1899)^2\} \{20.112226 - (1482)^2\}}} \\
 &= \frac{2819280 - 2814318}{\sqrt{\{3607140 - 3606201\} \{2244520 - 2196324\}}} \\
 &= \frac{4962}{\sqrt{\{939\} \{48196\}}} \\
 &= \frac{4962}{\sqrt{45256044}}
 \end{aligned}$$

$$= \frac{4962}{6727.26}$$

$$r = 0,7376$$

From the results of the calculation above the influence between the Controlling Variables on Discipline Improvement which is calculated by a correlation of 0.7376 means that variable supervision (X) has an influence on variable discipline improvement (Y) at the Central Office of Kerinci Seblat National Park Sungai Penuh City.

3.2 Coefficient of Determination (KD)

To find out the magnitude of the effect of X Variables on Y Variables, then determine the Determination Coefficient by using the formula as follows:

$$KD = r^2 \times 100\%$$

$$KD = (0,7376)^2 \times 100\%$$

$$KD = 0.5441 \times 100\%$$

$$KD = 54.41\%$$

From the calculation of the Determination Coefficient above, the magnitude of the effect of variable X on Y variable is 54.41% while the remaining 45.59% is influenced by other variables not discussed in this study.

3.3. Hypothesis Test

To prove the influence of the variables of Supervision with Increased Discipline t test is carried out with the following formula:

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

$$t \text{ hitung} = \frac{0,7376 \sqrt{20-2}}{\sqrt{1-0,7376^2}}$$

$$t \text{ hitung} = \frac{0,7376 \cdot \sqrt{18}}{\sqrt{1-0.5441}}$$

$$t \text{ hitung} = \frac{0,7374 \cdot 4,24}{\sqrt{0,4559}}$$

$$t \text{ hitung} = \frac{3,12658}{0,67520}$$

$$t \text{ hitung} = 4.631$$

Distribution of tables (t table) 2-sided test for $\alpha = 0.05$ and degrees of freedom ($dk = n - 2 = 20 - 2 = 18$), obtained t table value of 2.101 t count of 4.631 means ($4,631 > 2,101$). Then H_a is accepted while H_o is rejected, meaning

that there is an influence between Supervision of employee discipline in improving the Office of the Great Office of Kerinci Seblat National Park, Sungai Penuh City.

IV. CONCLUSION AND SUGGESTION

4.1 Conclusion of Research Results

Based on the Uruian above and the analysis of the previous chapters, the following conclusions can be drawn :

1. Supervision take effect to enhancement discipline work employee on Hall Big National Park Kerinci Seblat Kota Sungai Penuh , i.e. could proven with t count $>$ t table ($4,631 > 2,101$).
2. The size influence between variable supervision to enhance ment discipline work employee on Hall Big National P ark Kerinci Seblat the town of Sungai Penuh is amounting to 54 , 41 % while the rest amounting to 45.59% influenced by variable that is not discussed in research this .

4.2 Suggestions

1. Supervision of employee work discipline at the Central Office of Kerinci Seblat National Park Full River City is Good, but it is still maintained and improved the discipline of employee work to be more optimal in the future.
2. In an effort to improve discipline in the large national park center Kerinci seblat city full river, leaders must pay attention to the development and needs of employees.
3. Supervision carried out by the leadership must also be followed by awareness of the employee himself so that the supervision carried out will not complicate the leaders or employees themselves within the scope of the Central Office of Kerinci Seblat National Park Sungai Penuh City.
4. Employees also need to keep an eye on their peers in doing work to improve the discipline of the employees so that the results will be optimized both in terms of the eyes and the employees themselves.

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