

THE EFFECT OF PLANNING AND SUPERVISION ON PERFORMANCE OF EMPLOYEES AT THE HEALTH DEPARTMENT OF BOGOR CITY

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ARTICLE INFO ABSTRACT

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The purpose of this study was to determine how much influence planning and supervision had on the performance of employees at the Bogor City Health Office, either partially or simultaneously. The research method used is a survey. Ary, Yacobs and Razavich stated that the survey method was designed to obtain information about the status of symptoms at the time the research was conducted with the aim of describing what variables or conditions or conditions existed in a situation. The data needed in this study is data regarding employee perceptions of the influence of Planning and Supervision that have an impact on employee performance. The sampling technique used is based on the provisions of random sampling, where a sample of 50 people is taken from a population of 124 people. The result of this research is that planning and monitoring both partially and simultaneously have a significant positive effect on the performance of the Bogor City Health Office employees.

KEYWORDS Planning, Supervision, Employee Performance



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INTRODUCTION

Employees are the most important element in determining the progress of an organization or company (Rigby & Ryan, 2018). To achieve the company's goals, employees are needed in accordance with the requirements in the company, and must also

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be able to carry out the tasks that have been determined by the company. Every company will always try to improve the performance of its employees, with the hope that the company's goals will be achieved (Novitasari, Siswanto, Purwanto, & Fahmi, 2020).

Every organization, both private and government, is basically formed to achieve certain goals (Kaplan & Haenlein, 2019). In the modern world like today, organizations are usually complex because they are not only in the form of things that are physical and material in nature, but also include mental and spiritual fields. (Bolisani & Bratianu, 2018) Any goal to be achieved by the organization is usually the goal of all members of the organization concerned (Bebbington & Unerman, 2018). The goals that have been set then give birth to the needs to be fulfilled, both concrete ones such as clothing, food and shelter and other physical needs as well as abstract ones such as happiness, pleasure and the like (Sirgy, 2018).

The needs mentioned above will be met if the organization carries out certain main tasks, whose form, nature and type are determined by the goals to be achieved and the needs to be fulfilled. Therefore, it is very necessary accuracy in formulating the main tasks of the organization (Büchel & Scharnhorst, 2020). To formulate the main task requires careful and clear planning because careful and clear planning will facilitate the achievement of goals and facilitate organizational activities, especially operational ones (Katsikeas, Leonidou, & Zeriti, 2019).

The achievement of organizational goals in which is known as a cooperation, what is meant by cooperation here is the cooperation of individuals in a group, namely the organization (Karam, Brault, Van Durme, & Macq, 2018). It is very important to know in every individual collaboration is the purpose and objectives of the collaboration, and it must be clear how the method of achieving it is (Oevermann, Allert, Konau, & Krambeck, 2021). If the organization's efforts are to be effective, the organization's members must know what is expected for its completion (Rawski & Conroy, 2020). This involves several alternative business activities for the future for each unit within an organization as a whole (Dev, Shankar, & Qaiser, 2020). To carry out this purpose, it is necessary to select goals or objectives and determine how to achieve them.

In addition to good planning, of course, supervision over the implementation of the achievement of organizational goals must be in place to make it easier to assess the effectiveness and efficiency in achieving organizational goals. Because with this planning and supervision it becomes one of the effective performance achievements of human resources (Krowin & Merentek, 2019).

Based on the initial observations, the authors saw the symptoms that describe the existence of employees who do not understand the work plan that has been set so that it affects the work for which they are responsible.

Employee performance has not run optimally, according to the author's observations, the following phenomena are seen: 1. There are still certain job completions that experience delays which reflect employee performance that has not been optimal, this is related to one of the performance measures, namely the timeliness of completing work. 2. Based on the information obtained that errors often occur in work using computers and other electronic devices. Due to incompetent employees using work computers, it causes delays in completing work. 3. There is work that is delayed or late to be completed which shows that employee performance is still low, one of which is due to the fact that there are still employees who do not come to work without information.

Based on the description above, planning is suspected as the dominant factor influencing employee performance, planning is a decision for the future, what will be done and who will do it. Although the future can rarely be predicted with accuracy, especially factors beyond reach, but with an intellectual process planning is expected to

be close to the truth. This is based on the consideration that decisions must be based on the aims or objectives of the organization, knowledge and calculated estimates. It is clear that planning is intended to get something in the future, and the effort or effective way to achieve it (Marsal-Llacuna, 2018). To get better results, supervision must be carried out on an ongoing basis as needed to complete the duties and work of employees or employees in accordance with the plans set and desired by the supervisor, namely the leader.

Supervision is an important thing in every job in a company or government agency, because with good supervision, a job will run smoothly and efficiently and produce optimal work (Zito et al., 2018). If the work is accompanied by supervision, the results will be very good and satisfying.

Work planning is a process, as long as planning is not limited to a number of discussions before a decision is made. Because there may always be changes in both the system and the material. This is understandable because there is little possibility of an accurate forecast, because the state of the future is always changing, full of risks and uncertain.

Work planning plays a very important role in the life of an organization. Therefore, so that organizational goals can be realized properly, planning must be determined by taking into account the elements in it, which include the human element (employees) as planning implementers who are faced with all kinds of limitations, both physical and non-physical. Before the plan is implemented to achieve the goals and understand each plan that has been set so that there are no misunderstandings that will have an unfavorable impact on the implementation of the plan, so that the objectives are not achieved effectively.

In addition to the planning factor, the writer suspects that it is also the dominant factor that influences employee performance. Supervision or Controlling which is one of the management functions that ensures the activities carried out by employees are in accordance with the expected results.

RESEARCH METHOD

The research approach used in writing this thesis is the method of explanation. The definition of the explanation method according to Sanapiah Faisal is:

“The object of explanatory research is to examine the relationship between the hypothesized variables. In this study, it is clear that there is a hypothesis that will be tested for truth. This hypothesis itself describes the relationship between 2 or more variables, to find out whether a variable is associated or not with other variables, or whether a variable is caused/influenced or not by other variables” (1999:21)

In this study, because there are 2 independent variables (free) and 1 dependent variable (bound), the analysis used is Multiple Linear Regression Analysis between two independent variables, namely Planning (X1) and Supervision (X2), with one dependent variable, namely Employee Performance (Y).

Table 1 Recapitulation of Planning Measurement

No	Questionnaire	Interpretation Number	Desc
1	Supervision must be of an objective standard	4,38	Very good
2	Leaders evaluate the performance of each employee	4,22	Very good
3	Supervision leads to increased effectiveness of employee performance	4,16	Good
4	The office carries out an assessment or evaluation of the implementation of supervision	4,26	Very good
5	Monitoring provides feedback on future implementation, planning and policy	4,20	Good
AVERAGE = 21,22/5		= 4,24	(very good)

RESULT AND DISCUSSION

With the interpretation average value of 4.34 above, it shows that the employee's work planning at

The Bogor City Health Office is at the level of the Very good category, meaning that the work planning of employees at the Bogor City Health Office has gone well.

Table 2 Recapitulation of Monitoring Measurement

No	Questionnaire	Interpretation Number	Desc
1	In doing every task or job given you are always on time	4,26	Very good
2	In carrying out your duties or work, do it in accordance with applicable procedures and conditions	4,12	Very good
3	In the results of your assignment or work, it is in accordance with the applicable work standards in the agency	4,22	Good
4	In doing assignments and work you do it with few mistakes	4,26	Very good
AVERAGE = 16,86/4		= 4,22	(very good)

With the average value of the interpretation of 4.24 above, it shows that the work performance of employees at the Bogor City Health Office is at the very good category level, meaning that Employee Supervision at the Bogor City Health Office has been running well.

Table 3 Recapitulation of Performance Measurement

No	Questionnaire	Interpr etation Number	Desc
1	planning made must facilitate the achievement of predetermined goals	4,10	Good
2	about planning made by people who really understand the purpose of the organization	4,34	Very good
3	about planning made by people who understand planning techniques	4,48	Very good
4	regarding planning must be accompanied by details	4,60	Very good
5	planning can not be separated from the thought of implementation	4,50	Very good
6	about planning should be simple	4,22	Very good
7	about Planning must be flexible	4,30	Very good
8	about planning there is risk taking	4,18	Good
9	about planning there is risk taking	4,36	Very good
AVERAGE = 39,08/9		= 4,34	(very good)

With the interpretation average value of 4.22 above, it shows that the performance of employees at the Bogor City Health Office is at the level of the Very good category, meaning that the performance of employees at the Bogor City Health Office has been running optimally.

CONCLUSION

Based on the results of the research and processing of research data that the authors have done, the following conclusions can be drawn: From linear regression analysis through the SPSS version 20.0 program, it is found that from the significance value (t sig) a value of 0.000 is obtained for the X1 variable (planning) which indicates that there is a significant effect by variable X1 (planning) on variable Y (employee performance). Based on the results of linear regression analysis through the SPSS version 20.0 program, it was also stated that there was a significant effect of the X2 variable (supervision) on employee performance with a value of 0.002, this can be seen from the significant value lower than the alpha error degree of 0.05. Based on the analysis of variance, a significant level of 0.000 was obtained, this means that the Planning (X1) and Supervision (X2) variables simultaneously significantly affect employee performance. The Pearson correlation coefficient (R) from the table above is 0.931, meaning that the relationship between Planning and Supervision with Employee Performance is very close and strong. While the R Square value is 0.867 or it can be said that the magnitude of the coefficient of determination (KD) is 86.70% meaning that 86.70% employee performance is influenced by Planning and Supervision variables and the remaining 13.30% is influenced by other factors not examined in the study.

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