



Improving the Performance of Palopo DPRD Secretariat Employees through Work Mutations and Interpersonal Conflicts

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ABSTRACT

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This study aims to (1) describe the performance improvement of the Palopo DPRD Secretariat employees (2) analyze the effect of work mutations, and interpersonal conflicts on the performance of the Palopo DPRD Secretariat employees. The method used is a quantitative method which is processed with the SPSS program, using a population and a sample. Analysis of the data used with Multiple Linear Regression Analysis. In this study, the population was all employees of the DPRD Palopo City as many as 32 people who had their address at Jalan A. Baso womb no.1 Palopo City within the study period for 1 week. While the sample to be surveyed is taken according to the Census Law, the entire population is used as the survey sample. The data was collected by means of a questionnaire technique or the distribution of questionnaires. The equation for this regression test is $Y = 16,692 + 0,239 X1 + (-0,100) X2 + e$, for the t value of employee performance (Y) = 16,692 t value of work mutations (X1) = 0.239 t value of interpersonal conflict (X2) = (- 0.100) then from the equation it can be seen that all independent variables have no significant effect on employee performance. The Adjusted R square value is 0.100. For the calculated F value of 1.548 and a significant value of 0.230 while the value of is 0.05 so that the work mutation and interpersonal conflict variables together or simultaneously have no significant effect on employee performance. Based on the results of the study, to improve employee performance at the Palopo City DPRD Office, several other factors must be considered apart from these two variables. Subsequent research pays attention to the number of samples used so that the intended target is closer.

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1. Introduction

The performance of an organization, in this case the low performance of the Palopo City DPRD office in carrying out its main mission and function, cannot be separated from the performance of its employees. One of the factors that affect the performance of DPRD Palopo City employees is work mutations. (Saing, 2018) Mutations are functions, responsibilities, and professional status of workers with the aim of achieving deep job satisfaction and achieving the highest work performance for the organization. Work activities are related to the process of moving to certain situations. Sutrisno (2016: 172) Performance is the result of employee work both in terms of quality, quantity, working time, and cooperation to achieve the goals set by the organization. For a company that already has an organized system, of course there is a mechanism that regulates its employees at work. where the placement of employees according to their expertise.

The Pota Palopo DPRD Secretariat office also has human resources with diverse backgrounds that trigger interpersonal conflicts. (Riyadi, 2018) . Human resources consist of the ability to think and physical abilities of each person. Strictly speaking, the performance of all human beings is determined by their thinking and physical fitness. Wilmot and Hocker (2007) describe interpersonal conflict as a conflict between incompatible goals, limited resources, and at least two interdependent parties that allow others to interfere in



achieving their goals. is working on. Conflict is an expression of conflict between individuals with other individuals, or groups with other groups, for various reasons. From this point of view, conflict indicates that differences between two or more individuals are expressed, remembered, and experienced. Pace and Pauls (1994 & 249).

(Ellyzar & Yunus, 2017) the results of the study also show that the performance of BPKP employees at BPKP Aceh representatives has a partial effect on job changes, workload, interpersonal conflict, and work stress. Meanwhile, the variables of job change, workload and interpersonal conflict affect the work stress of the Acehnese BPKP staff. Meanwhile, the variables of job change, workload, interpersonal conflict, and work stress affect staff performance. (Handayani, Putri, 2019) stated that the interpersonal communication variable had a significant positive effect on the employee performance variable. In short, clear communication between employees provides an appropriate response to the message conveyed for the sake of continuous communication between one person and another.

2. Methods

The analytical techniques used are:

2.1 Descriptive Analysis

This analysis is used to explain variables, job changes by distributing items from all variables, and performance improvement due to interpersonal conflict. The data collected is in the form of pre-selected questions, arranged in tables and descriptive discussions.

2.2 Multiple linear regression analysis

Multiple regression analysis was used to determine the magnitude of two or more effects. The survey method used is the procedure/stage and the survey method. Procedures and methods vary from study to study. The independent variable (the independent variable) and the dependent variable (the dependent variable).

2.3 Hypothesis testing

a. t test

This test was conducted to partially test the effect of the independent variable on the dependent variable. Simultaneous Test (F Test)

b. F Uji test

Used to test the simultaneous effect of independent variables, work mutations (X1) and interpersonal conflict (X2), on the dependent variable, employee performance (Y).

3. Results and Analysis

3.1 Descriptive Analysis

Table 1
Distribution of Respondents Based on Work Mutations

Category	Frequency	Percent
Low (<17)	6	19.4
Medium (17-20)	17	54.8
Height (>20)	8	25.8
Total	31	100
Average	2.0645	

Source: Data processed in 2022

Based on table 1 above, the majority of work mutations are in the medium category, namely 17 people (54.8%), and 8 people (25.8%) are classified as high and the remaining 6 people (19.4%) are low. Overall the average job mutation is 2.0645 on a scale of 1-3

Table 2
Distribution of Respondents Based on Interpersonal Conflict

Category	Frequency	Percent
Low (<15)	8	25.8
Medium (15-18)	10	32.3
High (>18)	13	41.9
Total	31	100
Average	2.1613	

Source: Data processed in 2022

Based on table 2 above, the majority of interpersonal conflicts are in the high category, as many as 13 people (41.9%) and 10 people (32.3%) are classified as moderate and the remaining 8 people (25.8%) are low. Overall the average interpersonal conflict is 2.1613 on a scale of 1-3

Table 3
Distribution of Respondents Based on Performance of Employees

Category	Frequency	Percent
Low(<18)	9	29.0
Medium(22-24)	15	48.4
High(>25)	7	22.6
Total	31	100
Average	1.9355	

Source: Data processed in 2022

Based on table 3 above, the majority of employee performance are in the moderate category, namely 15 people (48.4%) and 9 people (29.0%) are classified as low and the remaining 7 people (22.6%) are high. Overall the average employee performance is 1.9355 on a scale of 1-3.

3.2 Multiple regression analysis

To find out whether or not there is an increase in performance through work mutations and interpersonal conflicts, simultaneously or partially on the performance of employees at the Secretariat of the Palopo City DPRD Office, multiple linear regression analysis is carried out as shown in table 1 below:

Table 4
Multiple Regression Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	16,692	3.987		4.187	.000
job transfer	.239	.167	.258	1,427	.165
interpersonal conflict	-.100	-.121	-.150	-.827	.415

Source: primary data processed, 2022

Based on the table above, the regression equation formed by this regression test is:

$$Y = 16,692 + 0.239 X_1 + (-0,100) X_2 + e$$

Based on the regression equation can be explained :

- 1) Constant (a) shows the magnitude of employee performance (Y), if job mutation (X1) , interpersonal conflict (X2) is equal to 0 then employee performance is equal to 16,692
- 2) The regression coefficient for work mutations (X1) is 0.239. This means that every time the unit is transferred (X1), the employee's performance (Y) increases by 0.239. However, the other independent variables are constant .
- 3) The regression coefficient for interpersonal conflict (X2) is - 0.100. That is, for every 1 unit increase in interpersonal conflict (X2), employee performance (Y) increases by - 0.100, assuming the other independent variables are constant. From this equation, it can be seen that all independent variables have no effect on employee performance.

Table 5
Regression Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.316 ^a	.100	.035	2.23797	1,520

Source: primary data processed, 2022

The results of the multiple regression test in the table produce a decision factor value of 0.100. work mutations , interpersonal conflicts together we can explain changes in employee performance up to 10n , and

the remaining 90% of employee performance is explained by variables other than the two variables in this study.

Table 6
F Test

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15,503	2	7.752	1,548	.230 ^b
	Residual	140,239	28	5.009		
	Total	155.742	30			

Source: primary data processed, 2022

For the calculated F value of 1.548 and a significant value of 0, 230 while the value of is 0.05 so that the variables of job transfer and interpersonal conflict together or simultaneously have no significant effect on employee performance.

3.3 Discussion

The effect of the independent variables partially by using the t test, it can be seen the explanation for each research variable as follows:

a. Job Mutation Variable (X1)

Hypothesis examines the significant effect of job mutations (X1) on employee performance (Y). Evidence supporting the hypothesis of the impact of job mutations For employee performance, you could write:

Job mutations have no significant effect on employee performance

Ha: Job mutations have a significant effect on employee performance.

As can be seen from Table 1 that work mutations (X1) The significant value for the t-test is $0.165 > 0.05$, which means that work mutations have no significant effect on employee performance (Y) and the t-test value is 1.427. Therefore, Ho is accepted and Ha is rejected, so H1 cannot be accepted in this study. This is a job mutation variable that has no significant effect on employee performance.

b. Interpersonal Conflict (X2)

The second hypothesis examines the significant effect of Interpersonal Conflict (X2) on employee performance . This interpersonal conflict serves as a tool to study some very important behaviors such as performance, workplace attendance, and employee access to the organization. Dedicated employees have a high level of employee loyalty and work as well as possible to achieve good results. v Interpersonal conflict variables because the t-test means a significance value of $0.415 > 0.05$, it is known to have a t-count value of 0.827 and a significance value of 0.415. Interpersonal conflict partially at the Secretariat of DPRD Palopo City, does not affect employee performance. Therefore, Ho is accepted and Ha rejected, so this study shows that H2 is not accepted. This describes the real condition of human resources at the Secretariat of the DPRD of Palopo City.

c. Simultaneous test (F test)

In testing the hypothesis of the effect of motivation and organizational involvement on employee performance . From these results, it is known that the mutation and variables interpersonal conflict n the arithmetic value of F is 1.548 and the significance value is 0.230. This is because the significance of the F test means $1.917 > 0.05$. m job mutation (X1) , interpersonal conflict (X2) Overall it does not affect employee performance. Therefore, Ho is accepted and Ha is rejected, so in this study H3 is rejected .

4. Conclusions

Variable work mutation (X1) may not have a significant effect on performance (Y). Therefore, the hypothesis cannot be accepted. The interpersonal opposition variable (X2) has no partial effect on performance (Y), so the hypothesis cannot be accepted. The combination of work mutation variables (X1) and interpersonal conflict (X2), there is no positive effect on employee performance (Y). So it can be stated that work mutations and interpersonal complications have no significant effect on employee performance at the Palopo City DPRD office.

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