



FACTORS INFLUENCING EMPLOYEE PERFORMANCE OF THE REGIONAL DEVELOPMENT PLANNING, RESEARCH AND INNOVATION AGENCY (BAPPERIDA) OF BENGKULU PROVINCE

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ABSTRACT

The objectives of this study are: (1) To find out how the performance of employees at the Regional Planning, Development, Research and Innovation Agency of Bengkulu Province; (2) To analyze the factors that influence performance at the Regional Planning, Development, Research and Innovation Agency of Bengkulu Province. This study uses qualitative analysis. The informants of this study were employees of the Regional Planning, Development, Research and Innovation Agency of Bengkulu Province. Data collection techniques used interview techniques, observation, and documentation. The results of the study showed that the main factors that influence employee performance are work discipline, additional employee income, and work environment. Work discipline that includes frequency of attendance, level of alertness, compliance with work standards, compliance with work regulations and work ethics greatly affect employee performance. In addition, the provision of additional employee income to encourage quality human resources, maintain productive human resources, form service-oriented behavior, and reduce the potential for Corruption, Collusion, and Nepotism (KKN) so as to improve employee performance. An optimal work environment will produce good performance, conversely an employee works in an inadequate work environment and does not support optimal work so that the employee's performance will be low. Optimal employee performance will increase the effectiveness and efficiency of the organization in achieving its strategic goals.

INTRODUCTION

Based on Law Number 5 of 2014, the Minister of Empowerment of State Apparatus and Bureaucratic Reform issued Regulation of the Minister of Administrative and Bureaucratic Reform Number 28 of 2017 concerning the competency standards that must be

possessed by State Civil Apparatus. This is to answer the needs of the community in the field of service and optimal performance improvement.

Consistency of employee performance or employee performance is something that greatly influences the success of an organization. Good employee performance



or performance will be directly proportional to good results in development within an organization. Conversely, poor employee performance will also have a negative impact on the organization.

Performance is formulated as the result of a process that refers to and is measured over a certain period of time based on previously established provisions or agreements. In addition, the definition of performance or work achievement is the work results that can be achieved by a person or group of people in a company in accordance with their respective authorities and responsibilities in an effort to achieve organizational goals legally, not violating the law and not conflicting with morals and ethics (Edison, et al. 2016).

The Regional Planning, Development, Research and Innovation Agency (BAPPERIDA) of Bengkulu Province is an agency tasked with formulating regional policies and assisting the Regional Head in organizing regional government in the field of research and regional development planning. In order for the agency's performance to improve, BAPPERIDA employees must also carry out their duties and responsibilities well and with high diligence.

employee performance productivity at the Regional Planning, Development, Research and Innovation Agency of Bengkulu Province in 2024 cannot be said to be optimal because the performance productivity graph still experiences fluctuating percentages. In July and

October, employee performance productivity reached the highest percentage of 99.8 percent, then experienced a decline in performance productivity from August by 98.7 percent to September to 94.8 percent. Research states that there are many factors that influence employee performance with various different objects and research methods. The research that researchers will conduct is to analyze the factors that influence performance at the Regional Planning, Development, Research and Innovation Agency of Bengkulu Province.

MATERIALS AND METHODS

The method used in this study is a qualitative descriptive method. The descriptive method is a method for examining the status of a group of people, an object, a set of conditions, a system of thought, or a class of events in the present. The purpose of descriptive research is to create a description, picture or painting systematically, factually, and accurately about the facts, nature, and relationships between the phenomena being studied. The selection of informants in this study used purposive sampling and snowball sampling techniques. Data collection techniques were by interview, observation, and documentation. The steps for data analysis in this study were data reduction, data presentation, and drawing conclusions (verification). To test the validity of the data in this study, source triangulation and



technique triangulation techniques were used.

RESULTS AND DISCUSSION

Factors that influence employee performance at the Regional Development Planning, Research, and Innovation Agency (BAPPERIDA) of Bengkulu Province are:

1. Work Discipline

According to Hasibuan (2019), work discipline is an important factor that influences employee performance. Good discipline reflects employee compliance with applicable regulations and procedures, thereby increasing work efficiency and effectiveness. Work discipline is one of the important things in implementing company activities, because the better the employees, the higher the work effectiveness they achieve. Good discipline reflects a person's sense of responsibility for the tasks given to him. Work discipline according to Government Regulation No. 94 of 2021 concerning Civil Servant Discipline Regulations is the attitude or behavior of civil servants' ability to obey obligations and avoid prohibitions that have been determined in laws and/or official regulations which if not obeyed or violated will be subject to disciplinary sanctions. According to Sastrohadiwiryono (2003), work discipline is an attitude of respecting, appreciating, obeying and obeying applicable regulations, both written and unwritten, and being able to carry them out and not avoiding accepting

sanctions if he violates the duties and authority given to him. Rivai and Sagala (2013) Discipline is the most important operative function of Human Resource Management. The better the employee discipline in a company, the higher the work performance that can be achieved. Conversely, without good employee discipline, it is difficult for the company to achieve maximum results. According to Bejo Siswanto in Sinambela (2016:356), there are five indicators of work discipline, namely: Frequency of attendance, Level of alertness, Compliance with work standards, Compliance with work regulations, Work ethics.

2. Additional Employee Income

According to Hasibuan (2017:119) compensation is any type of income, either in the form of money, goods directly or indirectly received by employees as compensation for services provided to the company. An effective compensation system is the most important part of human resource management because it helps retain talented jobs. Incentives are a form of money given for the results of achievements by the organization's leaders to employees so that they work with high motivation and excel in achieving organizational goals as recognition of employee work performance and contributions to the organization. Additional Employee Income (TPP) is additional performance-based income by looking at employee work behavior and work performance more towards giving



awards and punishments specifically for performance assessments. The indicator for providing Additional Employee Income (TPP) for Civil Servants refers to the following 5 (five) principles: merit system, fair, decent, competitive and transparent. Incentives are a form of motivation expressed in the form of money on the basis of high performance and are also awards in the form of incentives on the basis of high work performance which is a sense of recognition from the agency for employee achievements and contributions to the agency so that additional employee income (TPP) greatly influences employee performance at the regional development planning, research and innovation agency (BAPPERIDA) of Bengkulu province.

3. Work Environment

The work environment is the entire facilities and infrastructure around the employee who is doing the work itself. This work environment includes the workplace, facilities and work aids, cleanliness, lighting and tranquility. In carrying out a task or job, for an individual the environment around him will be very important and influential for him in carrying out the task or job. Therefore, a leader of a company, organization, institution or educational institution must pay close attention to the work environment, where he employs his employees to realize the vision, mission and also the goals of the institution he leads. A comfortable and conducive work environment will be a motivation for

someone to carry out his duties well and can also trigger tranquility in carrying out the tasks that have been assigned to him, therefore the attention of an institution or educational institution to create a comfortable and conducive work environment is very much needed. The work environment itself has two dimensions, namely the physical dimension (room coloring, lighting, cleanliness, spatial planning, etc.) and the non-physical dimension (employee welfare, work atmosphere, relationships between employees, etc.). At the Regional Development Planning, Research and Innovation Agency (BAPPERIDA) of Bengkulu Province, the work environment affects employee performance results. This is because employees prefer a safe, comfortable, clean physical environment with minimal levels of interference. In addition, for some employees, working can also fulfill the need for social interaction. Therefore, it is not surprising that having friendly and supportive coworkers can also support job satisfaction.

CONCLUSION

Based on the results of the analysis and findings of this study, it can be concluded that the factors that influence employee performance at the Regional Development Planning, Research and Innovation Agency (BAPPERIDA) of Bengkulu Province. Aspects that significantly influence employee performance are work discipline, additional employee income and work



environment. Work discipline that includes frequency of attendance, level of alertness, compliance with work standards, compliance with work regulations and work ethics greatly affect employee performance. In addition, the provision of additional employee income to encourage quality human resources, maintain productive human resources, form service-oriented behavior, and reduce the potential for Corruption, Collusion, and Nepotism (KKN) so as to improve employee performance. An optimal work environment will produce good performance, conversely an employee works in an inadequate work environment and does not support optimal work so that the employee's performance will be low. Optimal employee performance will increase the effectiveness and efficiency of the organization in achieving its strategic goals.

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