

CHARACTERISTICS OF INDIVIDUALS AND ANALYSIS OF RELATIONSHIP WITH THE PERFORMANCE OF EMPLOYEES WORK ENVIRONMENT UNIT OFFICE AIRPORT OPERATOR OF MALI SUB DISTRICT ALOR KABOLA

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ABSTRACT

This study aims to determine the relationship between individual characteristics and work environment with the performance of Employees in the Office Alor Island Airport Operator Unit Kabola District of Alor district. This type of research is quantitative descriptive. The data collection was done by using a questionnaire, literature study, interview, and observation. Methods of data analysis techniques used are bivariate correlation analysis of Pearson Productions moment to variable individual characteristics and work environment and multiple correlation analysis on the characteristics and working environment together with the performance of employees. The results showed that: 1). There is a significant relationship between individual characteristics with employee performance, 2). There is a significant relationship between the working environment and employee performance, and 3). There is a significant relationship between individual characteristics and work environment together with the performance of employees.

Keywords: *Individual Characteristics; Work environment; Employee Performance*

INTRODUCTION

Background

Efforts to improve and optimize the human resource potential that has been done is felt not produced the expected results. Both the constraints on human resources aspects, aspects of financing ability, quality management and mastery of science and technology leads to reduced acceleration (acceleration) improving the optimization. One important way to improve the acceleration is to increase business development and transportation infrastructure sub-sectors for national development. As one part of the sub-sectors

of transport, air transport has a strategic position in the context of the role and contribution to national development. One important component in the development and improvement of the quality of service in air transport is the development of airport performance.

Air service is a service manager and service of air traffic services has conducted activities supporting aviation and airport services. Along with this service, Mali Air always provides the best service to every community Alor district as well as from the outside. Air Mali ability of service in the face of the challenges is determined by many factors, one of sunny is human

resources or employee. So that organizational goals can be achieved, then the required support employees who are committed and high responsibility to the vision and mission of the organization.

Employee performance is the result of the quality and quantity is achieved by an employee in performing their duties in accordance with the responsibilities given to him. The performance of an act which showed that she was a member of the group. Performance refers to the act of pointing or person's behavior in a group or organization. However, look at the Office of Alor Island Airport Operator Unit Kabola District of Alor district employees who has always saturated in doing a job because due to environmental circumstances.

The individual characteristics of a picture of one's personal will affect the performance of the individual. individual characteristics are the interests, attitudes, and needs of a person in a work situation. Interest is the attitude that makes one happy to be the object of inclination or certain ideas. Characteristics of the officials on the Operator Unit Office of Air Mali visible service seen in the observations is the lack of interest and a good attitude in carrying out public service jobs.

Although the plan of organization and supervision, as well as the research, is good, if the employee cannot perform tasks with interests happy, then an organization will not achieve satisfactory results for consumers. Attitudes are learned and mental preparedness is organized through experience and have a certain influence on the way a person's response to other people and anything associated with it. Besides, that may affect the performance of employees is the environment in which they work, because the work environment is an important factor that can result in the utilization of human resources for the optimal organizational unit. If the working environment is not considered by the organization to the fullest, then employees can not work optimally and organizational objectives will not be achieved.

The work environment is defined as everything that is around the workers who can influence him in carrying out the tasks assigned. In general, the organization expects employees or employees provide good performance, but poor performance may arise as a result of employee dissatisfaction with the work environment. Working conditions are basically divided into two, namely the first one of the physical environment or the workplace as ventilating, lighting, layout and equipment as well as the second

one psychosocial condition or treatment received. Workplaces that facilitate social interaction that is created can be a positive influence on the performance of employees in Alor Island Airport Operator Unit. Physically availability of facilities and infrastructure in Alor Island Airport Peneyelenggara Unit insufficient so that employees do not feel comfortable at work.

The working environment also determines employee perceptions about the work and results of its work. The work environment is a factor that most affects employee behavior, especially in a work environment that directly or indirectly affects the performance of employees.

Research Problem

1. Is there a relationship between individual characteristics of the performance of employees in the Operator Unit Office Alor Regency Alor Island Airport?
2. Is there a relationship between the working environment and employee performance organizers Unit Office Alor Regency Alor Island Airport?
3. Is there a relationship between individual characteristics and work environment together with the performance of employees in the Unit Office organizer Alor Regency Alor Island Airport?

Hypothesis

- H_{a1} : Presumably there is a significant relationship between individual characteristics to the performance of employees in the Office of Alor Island Airport Operator Unit Alor district.
- H_{a2} : Presumably there is a significant relationship between the work environment to the performance of employees in the Office of Alor Island Airport Operator Unit Alor district.
- H_{a3} : Allegedly there is a significant relationship between individual characteristics and work environment together with the performance of employees at the Airport Operator Unit Office Alor district Mali.

Objective

1. To determine the relationship between individual characteristics of the performance of employees

in the Operator Unit Office Alor Island Airport - Alor.

2. To determine the relationship between the working environment and employee performance organizers Unit Office Alor Island Airport - Alor.
3. To determine the relationship between individual characteristics and work environment together with the performance of employees in the Office of the organizers Unit-Alor Alor Island Airport.

METHODS

This study was conducted at the Unit Operator Alor Island Airport - Alor with the number of respondents 60 people. The data collection was done by using a questionnaire, literature study, interview, and observation. Methods of data analysis techniques used are bivariate correlation analysis of Pearson Products moment to variable individual characteristics (X_1), work environment (X_2) and employee performance (Y) as well as the analysis of multiple correlation for individual characteristics (X_1) work environment (X_2) together with employee performance (Y). Pearson Product Moment Correlation formula (Riduwan, 2012: 218):

$$r_{xy} = \frac{n \cdot \sum XY - (\sum X)(\sum Y)}{\sqrt{\{n \cdot \sum X^2 - (\sum X)^2\} \{n \cdot \sum Y^2 - (\sum Y)^2\}}}$$

Where:

- n = number of data pairs (sample)
- X = independent variable
- Y = dependent variable

Formula Correlation (Riduwan, 2012: 248):

$$R_{y.12} = \sqrt{\frac{r_{y1}^2 + r_{y2}^2 - 2r_{y1} \times r_{y2} \times r_{12}}{1 - r_{12}^2}}$$

Where:

- $r_{y.12}$ = coefficient doubled correlation between X_1 and X_2 together - together with Y
- r_{y1} = coefficient of correlation between X_1 and Y
- r_{y2} = coefficient of correlation between X_2 and Y
- r_{12} = coefficient of correlation between X_1 X_2

Here is a table of interpretation value the correlation coefficient r. (Riduwan, 2012: 218).

Table 1
Interpretation of Correlation Value

Correlation Coefficient Interval	Level Closeness Relations
-1 to zero (0)	Negative
0	No relationship
0.000 to 0.199	Very Weak
from 0.200 to 0.399	Weak
0.400 to 0.599	Strong enough
from 0.600 to 0.799	Strong
0.800 to 1.000	Very Strong

Addition for large-small donations declares an independent variable on the dependent variable, we used the formula coefficient of determination formula (Riduwan 2012: 81):

$$KP = r^2 \times 100\% \quad KP = r^2 \times 100\%$$

Where:

- KP = Value Coefficient Determinants
- r = Value Correlation Coefficient

To Convert the correlation coefficient R added to the value of $F_{\text{calculated}}$ using the formula:

$$F_h = \frac{R^2/k}{(1 - R^2)(n - k - 1)}$$

To test the hypothesis, we used the following criteria:

1. H_0 accepted if significant values > values of
2. H_a accepted if significant value < alpha value of
3. significant value = 5% = 0.05

RESULTS AND DISCUSSION

Correlation Analysis Bivariate

Statistical analysis used bivariate correlation is Pearson product-moment by using SPSS 22.0 for windows. Statistical analysis of the bivariate correlation was used to test the hypothesis that the first (H_{a1}) and the second hypothesis (H_{a2}).

The results of data analysis can be seen in the following table 2 below:



Table 2
Results of Correlation Analysis Bivariat

No	free variable	Value bivariate correlation to the performance of	KD%	Test	Sig	Repretation coorrelation coefficients
1	Characteristics of the individual	0.665	.22	934	000	Strong
2	Work environment	0.553	30.58	2,928	0,000	Enough

Source: the results if, in 2016

1. Testing hypothesis 1 (Ha1)

Variable individual characteristics have a correlation coefficient of 0.665 with a coefficient of determination 44.22% and amounted to 4.934 t-test and a significant level of 0.000. Value is significantly smaller than the value of alpha (0,000 < 0.05). Thus, the results of the study received H_a stating that: there is a significant relationship between individual characteristics of the performance of employees in the Office of Alor Island Airport Operator Unit Alor district.

The analysis shows that there is a strong relationship between the variables of individual characteristics with the performance of employees. In bivariate, individual characteristics of employees in the Office of Alor Island Airport Operator Unit Kabola District of Alor district has two sub-variables, interests and attitudes. The fact that an employee in the Office of Alor Island Airport Operator Unit Kabola District of Alor district has individual characteristics of strong interest as well as a strong attitude. It is appropriate Winardi opinion (2002: 48) states that the attitude is the determination of behavior as it relates to perception and motivation so as to provide grounding and emotionally from the relationship between a person with another person in the organization. The results of the bivariate correlation analysis show that if an increase in the individual characteristics of 0.665 or 66.5%, it will lead to improved performance. This statement means that the employee characteristics including a strong relationship category. But the reality on the ground correspond some employees no interests and attitudes and awareness in performing work commitments or employment agreement.

2. Testing Hypothesis 1 (Ha2)

The variable working environment has a correlation coefficient of 0.553 with a coefficient of determination 30.58% and amounted to 2.928

t-tests significant level of 0.000. The significance value less than the value of alpha (0,000 < 0.05). Thus, the results of the study received H_a , which states that: there is a significant relationship between work environment with employee performance on the Operator Unit Office Alor Regency Alor Island Airport.

From the results of the analysis showed that there was a significant relationship with the work environment at the Office employee performance Alor Island Airport Operator Unit Kabola District of Alor district. The intended work environment is working facilities, security, working conditions and social relationships. Results of the analysis showed that the work environment work environment variables included in the category is strong enough of the four sub-variables: sub-variable working facilities, security, working conditions and social relationships. In a bivariate variable working environment of employees at the Office of Alor Island Airport Operator Unit District of Alor district Kabola there is a positive correlation with performance in line with the data already in the analysis. Employee feedback about the work environment with subvariables: employment facilities, security, working conditions, social relationships has not been going quite well, although there is posts relationship with employee performance. Fit the reality on the ground employee at the Office Alor Island Airport Operator Unit District of Alor district Kabola physical availability of facilities and inadequate infrastructure so employees do not feel comfortable at work. work environment according to Kartono (1981: 177) can be interpreted as an environment that is an aspect of performance. It said further that the work environment is the material conditions and psychological in the employee organization unit work. Judging on results of correlation analysis showed that if there was an increase of



the working environment on the performance of 0.553 will lead to improved performance in the sense that there is a significant relationship with employee performance.

Correlation Analysis

Of multiple correlation statistical analysis is a value that provides a relationship between two variables or more together with the independent variable. Multiple correlation analysis was conducted using SPSS 22.0 to test the third hypothesis.

The results of multiple correlation analysis can be seen in Table 3 below:

Table 3
Categories of multiple correlation variables

	R ²	Coefficient of determination	FTest	Sig	Interpretation
0.179	0.516	51.6	29.896	0.000	strong

Source relationship: the results if, in 2016

Based on the table above, note that the value namely independent variable individual characteristics and work environment has a coefficient of determination (R²) shown by R Square of 0.516 or 51.6%. And the F test was 29.898 with a significance of 0.000. The significance value less than the value of alpha (0,000 < 0.05). Thus, the results of the study received H_{a3} stating that: there is a significant relationship between individual characteristics and work environment together with the performance of employees at the Airport Operator Unit Office Alor district Mali.

From the results of the analysis showed that the variables of individual characteristics and work environment are able to show a significant correlation with the performance of employees in the Office of Alor Island Airport Operator Unit Kabola District of Alor district. This is seen in the determination coefficient R of 0.516 or 51.6%. Whereas by 48.4% contributed by other factors not included in this study.

CONCLUSION

Based on the above analysis, the researchers were able to draw some conclusions: 1). There is a significant relationship between the variables of individual characteristics with the performance of employees in the Office of Alor

Island Airport Operator Unit Kabola District of Alor district, 2). There is a significant relationship between work environment with Employee Performance On The Operator Unit Office Alor Island Airport Kabola District of Alor district, and 3). Taken together there is a significant relationship between the variables and the characteristics of the work environment with employee performance at the Office Alor Island Airport Operator Unit Kabola District of Alor district.

Meanwhile, suggestions are given: 1). Leaders need to consider the factors relating to the individual characteristics namely interests and attitudes of employees in order to increase the productive performance. Similarly, the work environment is working facilities, security, working conditions and social relationships need to be considered in order to improve employee performance it is quite important because the performance of employees is an important factor and largely determines the productivity of labor and the quality and quantity of work organization, and 2). Researchers can further develop this research to examine other factors in connection with the performance of an employee because of the characteristics and work environment so that research results can be better.

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