

Analysis of the Status of Non "State Civil Apparatus" Employees on the Performance of the DPRD Secretariat of Kaltim Province

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Abstract. An organization or company will operate well when it has superior and competent human resources. Human resources greatly influence the operation of an institution. Human resources are the thinkers, drivers, and planners to achieve the best goals in the organization or company. To reach the point of success, an organization or company must pay attention to its human resources by improving employee performance. The Regional House of Representatives of East Kalimantan Province (DPRD PROV KALTIM) has employees consisting of both ASN (State Civil Apparatus) and Non-ASN, which obviously have differences. Therefore, the purpose of this study is to analyze how employee status affects performance and to analyze the performance of Non-ASN employees at the Secretariat of the Regional House of Representatives of East Kalimantan Province. The research method used in this study is a qualitative approach. The results of the research indicate that the status of Non-ASN employees influences their performance. This influence is positive because Non-ASN employees strive to complete all tasks assigned by their superiors as well and as optimally as possible, and they complete these tasks on time. Despite their status as Non-ASN, they still perform their duties and obligations similarly to ASN employees. The performance of Non-ASN employees shows their sense of responsibility towards the workload given, and each workload is adjusted to the employees' capabilities, making them comfortable in their work and understanding what needs to be done.

Keywords: Employee Performance, Employee Level, Non-ASN

INTRODUCTION

The development of an organization's productivity is very dependent on the main role of an individual (human). Humans are the central resource in animating an organization. Considering the important role of humans, organizations need to create a conducive environment as an effort to support the progress of human resources Nurhidayati (2011). According to Rezki, A (2015) human resources are an organizational driving framework, having professionalism is a priority consideration in this era of globalization.

Individuals with good work quality can complete assigned tasks effectively and efficiently so that organizational goals can be achieved. To achieve this, several strategies have been created, namely in the form of transferring processes that are not the company's core competency to other parties. This kind of transfer is referred to as outsourcing. Outsourcing is an effective step in increasing company innovation, speeding up decision making and creating high-performing

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organizations. In this era, many companies have outsourced various departments. As the company's development requires the HR department to play a strategic role, outsourcing of HR activities helps meet the need for time and cost effective solutions as well as retaining superior employees, Myrna Nurahma (2004).

In the government environment, phenomena such as outsourcing can also be found. Such workers in the government can be called contract workers or non-ASN workers. It's just that there are differences between contract workers and non-ASN workers. Contract workers aim to support the performance of ASN in carrying out the functions of regional government, including in public services, which is the core function of Regional Government. Recruitment of contract workers is usually carried out directly by the local government due to demand factors, while outsourcing is carried out by third parties outside the company. Recruitment of contract workers is often carried out without going through a strict selection process, so that many of them are incompetent in completing the tasks given and their work results do not meet expectations. Apart from that, there are irregularities in the recruitment flow resulting in an overflow of contract workers which makes it difficult to determine which contract workers are actually needed by the government. This often results in an imbalance in workload, where the duties of contract workers are actually greater than those of employees with civil servant status, while the rights received by workers are not comparable to those of civil servant employees.

According to (Government Regulation No. 48 of 2005) which was updated to become PP No. 56 of 2012, contract workers are individuals who are appointed by the Personnel Development Officer or other officials within the government to assist in carrying out certain tasks in the relevant agency. The regulation states that the income of non-ASN employees appointed by local officials will then be charged to the State or Regional Revenue and Expenditure Budget (APBN/APBD). Within a government agency, a non-ASN employee or what is usually called an honorary employee works in accordance with a work agreement issued by a decision letter from a State Administrative Officer. The income received by contract workers is comparable to the income earned by private workers. This is because it has been stipulated in the 2003 Law concerning Employment which is contained in the Job Creation Law.

Workers who have passed the selection test for Civil Servant Candidates (CPNS) are called State Civil Servant Employees (ASN). Not only are Civil Servants who are ASN, but there are also

⁴ those called Government Employees with a Work Agreement (PPPK) who are also ASN, this ²⁵ has been regulated in (Law Number 5 of 2014) concerning State Civil Servants.

Almost every year there is a selection process for civil servants or what is usually called CPNS. The open quota is quite good, but there are also a lot of applicants from all over Indonesia, so the process is very strict. For the last few years there has been a PPPK process where a minimum of 2 years work as an honorary employee. There are still many honorary employees in an agency who often have problems when new people join as civil servants while those who have been working for years have not had their employment status promoted because they have to compete with existing quotas.

Performance appraisal is an evaluation process to determine how well workers complete tasks according to established standards. ³⁶ The results of the assessment are used as reference material for further performance improvements. ⁶ In Government Regulation Number 30 of 2019 concerning Civil Servant Performance Evaluation, it is carried out based on the principles of objective, measurable, accountable, participatory and transparent. ⁸ Employee performance as a standard of organizational success. Employee performance is the key to the success or failure of the goals that have been set. ⁸ How to assess civil servant performance can be reviewed through SKP (civil servant performance targets) ³⁴ which consists of service orientation, integrity, commitment, discipline, cooperation, leadership (Law Number 46 of 2011). So researchers want to observe whether employee status influences the performance of non-ASN employees and the performance of non-ASN employees themselves. ⁴

LITERATURE REVIEW

Employee Performance

Performance is the actions of individuals in an agency or company to meet predetermined standards in an effort to achieve the best results. Performance is a process of work in terms of quality and quantity achieved by individuals in carrying out tasks according to orders given. According to Mangkunegara (2002), performance is influenced by factors such as the effectiveness of the balance between work and the surrounding environment, including individuals, work clarity, resources and feedback. ²⁶

Human Resources

Human resources are the key to the door to success of an institution or agency. Competent human resources in their fields will make it easier for the company to achieve its best goals. Bohlander and Snell (2010) argue that human resource management studies how to optimize employee potential, create jobs, develop individual skills, identify an approach and provide appreciation for efforts while carrying out their work.

Mathis and Jackson (Hasibuan, 2017) explain resource management as a science that can regulate employee relationships and roles so that they can carry out their duties as optimally as possible to achieve the goals of the company, workforce and society.

Employee Status

Status is an individual's position. Max Weber divided humans according to types on the basis of a measure of honor. status group as a certain lifestyle group and has a certain level of social appreciation and social honor as well. Status greatly influences the views of the surrounding community, therefore it can be divided into groups of people who want to be respected and respected groups.

Widjaja (2006) believes that employees are human workers who are needed in the running of an organization to achieve certain (organizational) goals.

Non ASN Employees

(2003 Republic of Indonesia Employment Law Article 59 paragraph 1). explains that contract employees are employees of a government agency for a certain period of time in accordance with the Specific Time Work Agreement (PKWT), namely a work agreement with a maximum period of 2 years and only extended once. for a minimum period of 1 year.

(Law Number 13 of 2003 concerning Employment) regulates the system of fixed-term work agreements (PKWT) articles 50 to article 66. This regulation explains the contract system which is imposed for an indefinite period of time and occurs in various industries.

RESEARCH METHODS

Research Design

This research was conducted using a qualitative approach that focuses on in-depth observation. Research methods are the methods used to obtain data for research. A qualitative approach is a way for researchers to explain, describe, explore the meaning and concepts of the phenomena presented by Soeherman (2019).

Data Types and Sources

Grouping data types depends on the interpretation the researcher needs and what form of data supports the research. Case studies are a qualitative approach that aims to explore immediate circumstances, collecting detailed data involving various sources of information or multiple sources of information such as observations, interviews, documents and audio-visual materials, Creswell (2015). According to Moleong (2017), qualitative research emphasizes the naturalness of data where the data is sourced from interviews, observation and documentation.

Data Collection Technique

Looking at the previous explanation, the data sources in qualitative research are interviews, observation, and documentation, data collection was carried out by field observation, thorough and open interviews with informants, and understanding related documents. Researchers build closeness with informants in the field so that a comfortable atmosphere is formed between researchers and informants. Researchers play an important role in collecting data, as planners, interpreters and even those who will interpret the results of their research. With the explanation previously explained, the characteristics of qualitative research indicate that researchers play a role in interpreting sentences and attitudes of individuals or groups of people, Ahmadi (2014).

The first thing the researchers did was observe the places where ASN and non-ASN employees worked. The researcher will use observation guidelines in accordance with the explanation of job concepts that the researcher understands after concluding that the researcher has found the results of the performance output of the research employees conducting interviews.

The interviews were conducted in an unstructured, formal and informal manner, and openly so that it was hoped that they could obtain in-depth information and be able to reveal clearly and concisely the concept of creating shared value that had been carried out by the company and felt by the community.

Therefore, the data sources used apart from the results of interviews are also other documents that support the research. Understand related written documents as additional data for researchers' understanding in uncovering research.

Nvivo Analytic Tool

Data collection in the field is carried out using various techniques and aims to obtain data according to the research focus. Facts that are usually obtained in the field sometimes do not match the initial picture which is certainly not relevant to the research. Therefore, when collecting data, it will be selected and classified as relevant to the research so that the focus of the research carried out does not expand in unclear directions.

The key to collecting data in qualitative research is in the notes held by the researcher, where in these notes there is already a brief description of the research. The processes of collecting and retrieving data are interrelated until the research is considered finished.

This research uses Nvivo 12 Plus for Windows. The level of trustworthiness of qualitative research can be measured by criteria, namely credibility, transferability, dependability, and confirmability. High validity is achieved by using NVivo, Bandur (2019) NVivo is effective for triangulating data and triangulating NVivo researchers so that it can help us produce reliable qualitative research.

RESEARCH RESULTS AND DISCUSSION

Research Result

The East Kalimantan Provincial DPRD Secretariat has several workers from ASN to non-ASN. The term performance itself is often used to refer to the achievement or level of success of each group or individual in carrying out their duties and responsibilities while working. Of course, status as an ASN is a major achievement for someone who works in a government institution.

Becoming an ASN can certainly provide satisfaction and is also an honor because it is not easy to carry out this status. There are still many non-ASN workers in several agencies, of course it is still a task that must be completed by the government because it affects the survival of employees.

Data Triangulation

Table 1. Triangulation Table

38 Category	Hardiyanto ASN	Non ASN Employees
The Influence of Status on the performance of Non-ASN Employees	Positive or good influence on the performance of non-ASN employees. Non-ASN employees always give the best possible results because the performance they carry out will influence the assessment they will get when they are needed when the ASN is appointed.	Employment status greatly influences the survival of government agency employees. Because it affects the benefits they will get if they become ASN. However, in terms of performance, even though they still have non-ASN status, employees still carry out their duties as best as possible according to the main tasks they have received.
Non ASN Performance	The performance results provided by non-ASN employees are very good and in accordance with existing SOPs. The work given will always be completed as well as possible in a short amount of time but the results provided are still satisfactory. High level of discipline for non-ASN employees.	The performance of non-ASNs can of course be as superior as that of ASNs because as non-ASNs they certainly don't have a safe zone, so they must continue to carry out all the tasks given to them as best as possible so that of course there will be no bad judgments for them in the future. Having a timeline makes it easier for them to complete their tasks on time.

Data Processed: 2024

Discussion

Employee status influences the performance of non-ASN employees at the East Kalimantan Provincial DPR Secretariat

From the results of research on how employee status influences performance, the aim is to find out to what extent the work environment and employee status can influence employee performance at the East Kalimantan Provincial DPRD Secretariat. We can understand that employee status is a right and protection for employees at work.

4
Employee status does influence employee performance. Especially as non-ASN employees who do not yet have ASN status, the performance they provide can be said to be good. Carry out various tasks given according to the allotted time and do the tasks as best as possible.

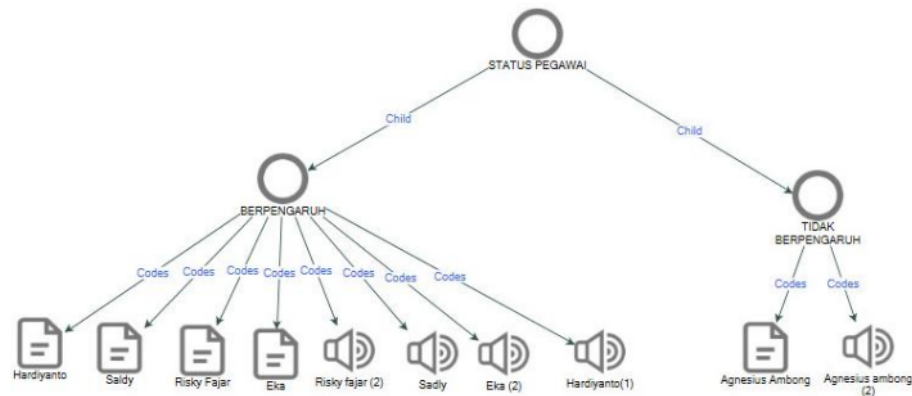


Figure 1. Effect of Employee Status

Based on the picture above, four informants can be seen explaining that employee status influences their performance. Only one person said that it had no effect on their performance, namely on behalf of Agnesius, who explained that the performance currently being carried out was the best that could be given, when the status changed to ASN, according to Agnesius, his performance would still be like this.

Four people said that status influences performance because later when they become ASN they will further improve their performance. Continue to maintain the best without reducing the quality of work. Sometimes in an agency employees who have succeeded in changing their Non-ASN status to ASN make them forget their obligations. In fact, employees who succeed in achieving this achievement should continue to maintain their existing achievements.

In line with research conducted (Angga Pratama & Rahmi Andini Syamsuddin, 2021) which explains that status influences performance. For non-ASN employees, the civil service police unit has a high level of discipline which of course affects employee performance. Likewise, in research conducted at the DPRD secretariat, non-ASN employees have a high level of discipline and have a timeline for completing the tasks given.

Performance of Non-ASN employees at the East Kalimantan Provincial DPRD Secretariat

According to researchers, the performance of non-ASN employees at the East Kalimantan Provincial DPRD Secretariat is very good, where interviews with employees make it clear that they are responsible for their work properly and correctly, and quite a few employees

even do overtime or take their work home. In fact, each employee has a suitable work timeline, they have quite high loyalty to the workplace and work environment.

The following is an example of an Nvivo image regarding the performance of non-ASN employees:

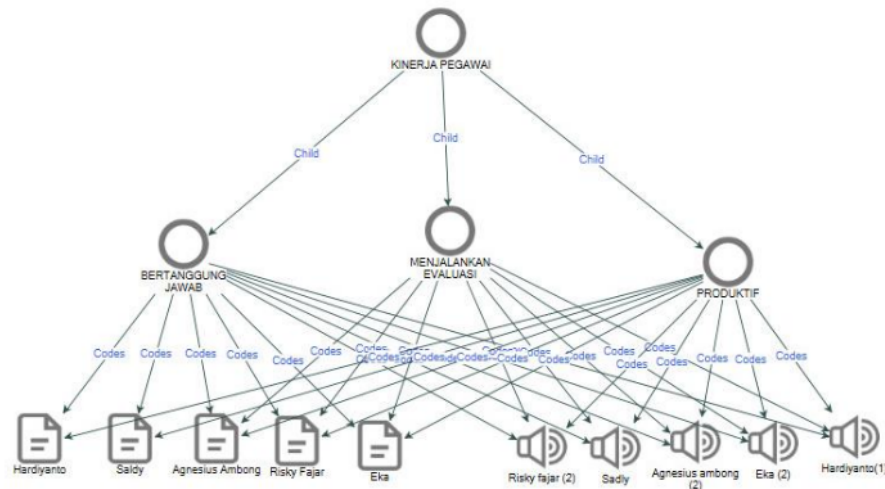


Figure 2. Performance of Non-ASN Employees

Based on the data image, it can be seen that the performance of non-ASN employees is good. Judging from Figure 2, which shows the aspect of responsibility, four out of five informants explained that non-ASN employees were responsible for their work. Where responsibility is very important in job performance. Non-ASN employees may choose not to take responsibility, but of course if this happens it will greatly affect their assessment later.

Assessment from superiors is very important for non-ASN workers, even employees who have become ASN, when they meet difficult superiors, still feel anxious. Superiors have the ability to remove staff from the positions they currently hold. Sometimes a small mistake can be considered a very big mistake by superiors, causing employees to be transferred.

Evaluations are also often carried out by employees. When employees receive an unfavorable assessment, they should immediately carry out an evaluation as much as possible. If existing deficiencies are maintained without improvement, it is not impossible that employees will not be able to extend their contracts or be transferred to positions that have lower incomes than before.

In line with research conducted by (V. L. Putri, 2023) employee performance is greatly influenced by motivation and work enthusiasm. In this research, it can be seen that the performance of employees is well motivated by assessments from their direct superiors. Unfavorable evaluation of non-civil servants can affect the survival of the employees. When an employee suddenly has to be transferred for a mistake that is not too big or has not been extended. It is hoped that the good assessment obtained will help later when there is an ASN selection to change the status of employees from non-ASN to ASN.

CONCLUSION

Employee status influences the performance of non-ASN employees at the East Kalimantan Provincial DPRD Secretariat. The influence on their performance as non-ASN employees is positive because non-ASN employees try to be able to do all the work that has been given by their superiors as best and as fully as possible and complete it on time. With their non-ASN status, they still carry out their duties and obligations the same as employees who have ASN.

Status greatly influences the survival of non-ASN employees. With the hope that when you carry out all the tasks given to you as well as possible, you will get a good performance appraisal which will make it easier when there are staff appointments or other things.

The performance of non-ASN employees is good, seeing that they complete the assigned tasks on time because each of them has a timeline for completing the assigned tasks. Employees' responsibilities for their work are very well adapted to the abilities they have.

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