

THE EFFECT OF LEADERSHIP SUPERVISION AND EMPLOYEE COMMITMENT ON EMPLOYEE PERFORMANCE AT THE CONSTITUTIONAL COURT AND CORRECTIONS BUREAU

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Abstrak:

The importance of the role of human resources or employees in achieving organizational goals is explained through efforts to improve employee capacity and performance. Employee performance is measured through the achievement of assigned tasks and responsibilities, and to achieve organizational goals, there needs to be organizational supervision and commitment. The purpose of this study is to determine and analyze the effect of leadership supervision on employee performance at the Constitutional Trial and Corrections Bureau at the General Secretariat of the People's Consultative Assembly of the Republic of Indonesia. The results showed that leadership supervision of employee performance at the Constitutional Court and Corrections Bureau, General Secretariat of the People's Consultative Assembly of the Republic of Indonesia, was found to have a significant influence, as indicated by a high correlation level of 0.674. Likewise, employee commitment to the performance of their duties in the same Bureau shows a strong impact on performance, with a correlation coefficient of 0.698. Furthermore, when leadership supervision and employee commitment are considered together, both are proven to have a strong influence on employee performance at the Constitutional Court and Corrections Bureau, General Secretariat of the People's Consultative Assembly of the Republic of Indonesia, with a correlation coefficient reaching 0.746.

Keywords: Leadership Supervision, Employee Commitment, Employee Performance, Constitutional Court and Corrections Bureau, MPR-RI General Secretariat

INTRODUCTION

Every agency, both government and private, requires human resources in carrying out its operational activities. Human resources are also one of the most important in an organization, along with other factors such as capital, materials, and methods. Therefore, human resources are one of the factors that have an important role in achieving goals. Realizing the importance of the role of human resources or employees, every organization needs to carry out many activities to improve the capacity and performance of employees in achieving their goals.

Employee performance according to Kasmir (2019: 12), is the result of work and work behavior achieved in completing tasks and responsibilities given in a certain period. To achieve organizational goals, employees must achieve employee performance in carrying out duties according to the responsibilities given. So to get good performance from an employee, there needs to be organizational supervision and commitment to support its performance.

Leaders must take other managerial steps to create successful and satisfactory employee performance, to achieve organizational goals. One of these steps is to supervise all work done by employees. Fahmi (2017: 28), explained that supervision is the process of monitoring, assessing, and reporting plans for achieving goals that have been set for corrective actions for further improvement. Supervision is one of the important elements in the development of individuals in an organization because supervision can be a driving force behind subordinates or employees to act according to what has been planned by applicable rules.

The results of employee work in the organization are work achievements achieved by an employee at a certain level. Employee performance is not a coincidence, but many factors influence it. Work performance will be achieved if it is preceded by an action, namely carrying out the task charged. Employees can carry out their duties optimally, among others, determined by the motivation that encourages employees to work diligently, as well as the discipline applied so that organizational goals can be achieved under direction and leadership that can create a conducive atmosphere to the organization's work environment.

High work performance can also be influenced by supervision because, with supervision, the potential possessed by an employee will be released as much as possible, to achieve a high level of work performance. Every employee is not necessarily willing to exert his work performance optimally, so there is still a need for encouragement so that someone wants to use all his potential to work.

This motivation is commonly called motivation, one of which is done through the supervision of employees at work. That supervision will encourage an employee to carry out an activity to achieve his goals. On the other hand, supervision of employees can be used as an encouragement so that someone wants to use all his abilities to work. An employee will exert all his ability to carry out the work, if by carrying out the work the employee can be encouraged to carry out the duties charged.

An employee's commitment to the organization is very important, especially in carrying out his work at work. Every organization wants its employees to have high involvement in the organization. High commitment can encourage employees to work well. However, employee commitment to the organization does not take place just like that but must go through a rather long and gradual process. Wibowo (2017: 37), explained that organizational commitment is the feelings, attitudes, and behaviors of individuals identifying themselves as part of the organization, involved in the process of organizational activities, and loyal to the organization in achieving organizational goals. Organizational commitment shows a person's confidence, support, and loyalty to the values and goals that the organization wants to achieve.

As something that is positively related to performance, commitment is an attitude and behavior that can be seen as a driving force for someone to work and is closely related. Commitment can be an encouragement for someone to work better or even vice versa cause someone to leave their job, due to another commitment demand. Employee commitment to the organization shows a person's strength in identifying his involvement as part of the organization.

Organizational commitment is built on employee trust in organizational values, employee willingness to help realize organizational goals, and loyalty to remain a member of the organization. Therefore, organizational commitment will create a sense of belonging for employees in the organization. If employees feel bound by existing organizational values, they will feel happy at work, so that employee performance achievements can be achieved optimally.

The Constitutional Trial and Corrections Bureau is one of the work units under and responsible to the General Secretariat of the People's Consultative Assembly of the Republic of Indonesia. In the Regulation of the Secretary General of the People's Consultative Assembly of the Republic of Indonesia Number 4 of 2020 concerning the Organization and Work Procedures of the General Secretariat of the People's Consultative Assembly of the Republic of Indonesia, it is stated

that the Constitutional Trial and Corrections Bureau has the task of carrying out policy formulation and implementation of support in the fields of trials, minutes, and leadership deliberations, as well as managing the secretariat of the Budgeting Agency and Factions/groups of the House of Representatives Regional and secretarial management of the Socialization Agency.

As one of the work units in government institutions, the Constitutional Trial and Corrections Bureau also requires employees who have a strong commitment to the organization to achieve organizational progress. Supervision of leaders also needs to be carried out on an ongoing basis so that the implementation of work activities carried out can run according to the plan and direction of the leadership. All of these need to be improved with the aim that the performance of employees at the Constitutional Trial and Corrections Bureau can be achieved optimally.

The results of initial observations at the Constitutional Court and Correctional Bureau of the People's Consultative Assembly of the Republic of Indonesia, still found problems in achieving employee performance, including: leaders are less active in monitoring employees at work by directly supervising the tasks carried out by employees; not optimal leadership in providing corrective actions on the work done by employees by providing instructions and directions for improvement; there are still employees who have not shown high work loyalty at work because there is still a lack of responsibility in carrying out work; there are still employees who have not shown a sense of pride in working at the organization due to the lack of morale and cooperation shown by employees; limited infrastructure supporting work activities such as the internet network used sometimes errors so as to hinder employees in carrying out the assigned tasks; and the lack of optimal quality of employee service to stakeholders because there is still a lack of responsiveness in carrying out work. The results of these findings are the reason for the authors to conduct the study.

Table 1
Previous Research Results

No.	Researcher Name	Research Title	Research Methods	Research Results
1	Basid (2017)	The Influence of Supervision and Organizational Commitment on the Performance of Anjir Muara Health Center Employees, Barito Kuala Regency in 2017	Quantitative descriptive method	The results of the study showed that there was an influence of supervision on employee performance at the Anjir Muara Health Center, Barito Kuala Regency based on the results of t-count calculations > t-tables (4,023 > 1,708), there was an influence of commitment and on employee performance at the Anjir Muara Health Center, Barito Kuala Regency based on the results of t-count > t-tables (3,728 > 1,708), there was an influence of supervision and commitment to employee performance at the Anjir Muara Health Center, Barito Kuala Regency based on the results F-count calculation > F-table (136,503 > 4,349). From the regression analysis, it is known that the supervision carried out will tend to increase positively by 0.237

2	Adawiah, dkk (2020)	The Effect of Supervision and Commitment to Employee Performance at the Office of the Ministry of Religious Affairs of Soppeng Regency	Quantitative descriptive method	<p>along with the improvement of the supervision system carried out. Commitment also increased positively by 0.379 in line with the attention of needs. While simultaneously the performance also increased by 1,607. From these results, it can be concluded that there is an influence of supervision and organizational commitment on the performance of employees of the Anjir Muara Health Center, Barito Kuala Regency. Symptoms of a decrease in the quality of employee work can be seen in their attitude towards work, such as the completion of tasks that are often late, responsibility for work that is very lacking, and work results that are not optimal. The Office of the Ministry of Religious Affairs of Soppeng Regency is one of the government agencies focused on the religious sector. The issue of supervision at the Office of the Ministry of Religious Affairs of Soppeng Regency is an important factor in realizing its vision and mission. Supervision is a process to ensure that the objectives of the Soppeng Regency Ministry of Religious Affairs Office are achieved.</p> <p>The results showed that supervision and commitment affect work discipline. Supervision and commitment affect performance. Supervision and commitment have a significant effect on employee performance through work discipline. This shows good leadership followed by good discipline will improve performance. This means that better supervision and commitment followed by high work discipline will improve performance. Discipline has a significant effect on employee performance. That is, the better the work discipline will improve performance.</p>
3	Febriati, dkk (2020)	The Influence of Supervision and Commitment to the Discipline and Performance of Administrative Employees of Sultan Syarif Kasim State Islamic University of Riau	Quantitative descriptive method	

4	Wulandari, dkk (2021)	The Effect of Supervision, Employee Commitment, and Work Environment on the Work Productivity of Tanjungbalai City Trade and Industry Office Employees	Quantitative descriptive method	The results showed that the supervisory variable partially had a positive effect on employee work productivity. The variable of employee commitment partially has a positive effect on employee work productivity. Work environment variables partially have a positive effect on employee work productivity. The variables of supervision, employee commitment, and work environment simultaneously have a positive and significant effect on employee work productivity.
5	Amelia, dkk (2022)	The Effect of Supervision and Organizational Commitment on Employee Performance in the Office Kementerian Agama Kota Lubuklinggau	Quantitative descriptive method	The results obtained from this study are: (1) Supervision has a partial positive and significant influence on employee performance with $t\text{-count} = 4.905 > t\text{-table} = 1.674$ significant $0.000 < 0.05$. (2) Organizational commitment has a partially significant positive influence on employee performance with $t\text{-count} = 5.060 > t\text{-table} = 1.674$ significant $0.000 < 0.05$. (3) organizational supervision and commitment have a significant positive influence simultaneously on employee performance with $F\text{-count} = 18.127 > F\text{-table} = 3.18$ significant $0.000 < 0.05$. The conclusion is that organizational supervision and commitment have a positive and significant effect partially and simultaneously on the performance of employees at the Lubuklinggau City Ministry of Religious Affairs Office.

Source: processed from various sources

The similarity of previous research with current research is that both use quantitative descriptive research methods that examine the influence or relationship between independent variables and dependent variables. Another similarity is in the research variables used, namely leadership supervision, employee commitment, and employee performance. The difference between previous research and current research is in different research objects and research results.

This study is intended to determine the implementation of leadership supervision, employee commitment, and the performance of employees in the Constitutional Trials and Corrections Bureau at the General Secretariat of the People's Consultative Assembly of the

Republic of Indonesia. The purpose of this study is to determine and analyze the influence of leadership supervision on employee performance at the Constitutional Trial and Corrections Bureau at the General Secretariat of the People's Consultative Assembly of the Republic of Indonesia.

RESEARCH METHODS

In this study the author used a survey research method with a quantitative approach, which is correlational, to see how much influence the independent variable has on the dependent variable. The study was conducted on a group of individuals, namely employees at the Constitutional Bureau of Trials and Corrections. In this study, the authors used a survey research method based on Kerlinger's opinion. Survey research is conducted for in-depth observations. This research method was chosen mainly because of the very limited time and funds that the author has.

This research requires a research locus, to obtain the data and information needed in the preparation of this thesis, so this research was conducted at the Bureau of Constitutional Trials and Corrections at the General Secretariat of the People's Consultative Assembly of the Republic of Indonesia. Meanwhile, the research period will take place from April 2023 to October 2023. Where is this research plan as seen in the following table?

Meanwhile, to examine the influence between variables, the author will use a correlative approach or what is often called the associative method. This approach is not only to provide a description of a variable but also includes testing the effect of the independent variable on the dependent variable. Furthermore, it can be known how much influence the independent variable has on the dependent variable and the magnitude of the direction of influence studied.

Based on the explanation above, the research design can be described as follows:

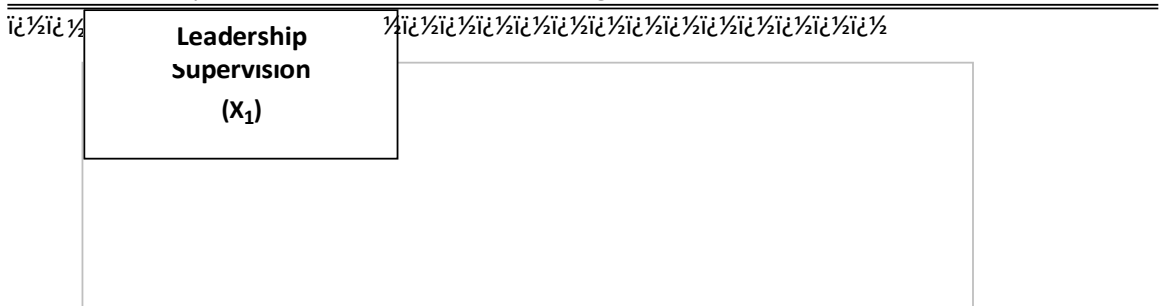


Figure 1
Research Design

The population in this study is limited to employees with Civil Servant status in bureaus in the General Secretariat of the People's Consultative Assembly of the Republic of Indonesia with a total of 332 people, the number of sample respondents in this study was 77 respondents. This study used a proportionate stratified random sampling technique.

This data collection technique is used in two ways, namely through primary and secondary data collection. Primary data collection is carried out through the distribution of questionnaires or questionnaires to employees at the Constitutional Trials and Corrections Bureau at the General Secretariat of the People's Consultative Assembly of the Republic of Indonesia who have been selected as samples. While secondary data collection is carried out by collecting data through a library research technique to complement the primary data that the author has obtained from field research, the author also takes secondary data from various sources including books, literature, lecture materials, and magazines related to the object of research. This study uses a

quantitative survey method with a correlational approach to evaluate the effect of independent variables on dependent variables.

RESULTS AND DISCUSSION

A. Data Description

The results of the study on three research variables are presented in the form of score data, consisting of one dependent variable, namely employee performance (Y), and two independent variables, namely leadership supervision (X1) and employee commitment (X2). Meanwhile, the amount of data to be analyzed came from questionnaires distributed to as many as 77 respondents. The data to be described in this discussion are objective data that are netted using valid and reliable research instruments.

Furthermore, to better provide an overview of the basis of measurement of each research variable, in this study measurements of research variables were carried out using the Likert scale against data that was still in the form of ordinal scales. Through this Likert scale, each research variable can be expressed in terms of a specific measure, and more importantly, the measure can be quantified. On this measurement scale, each response or attitude towards a particular object is given a continuum scale ranging from a score of 1 to a score of 5.

Discussion

Based on the results of respondents' answers through questionnaires on leadership supervision variables, it can be seen that the majority of respondents chose affirmative answers with a percentage of 58%. Furthermore, in the employee commitment variable, it was seen that the majority of respondents chose affirmative answers with a percentage of 59%. Finally, on the employee performance variable, it was seen that the majority of respondents chose affirmative answers with a percentage of 56%.

The results of testing the validity of each statement item on the variables of leadership supervision, employee commitment, and employee performance have valid values so that it can be stated that all statements on these three variables have a strong construct because they are above the r -critical value, which is 0.361. While the results of instrument reliability testing, a reliability value of 0.656 was obtained for the leadership supervision variable, 0.648 for the employee commitment variable, and 0.604 for the employee performance variable. Because its reliability is positive and greater than *Cronbach's Alpha* limit (0.600), the instrument used has met the reliability requirement for an error rate of 5%.

That: First, the joint influence between the variables of leadership supervision (X1) and employee commitment (X2) on employee performance (Y), is ranked first with a correlation coefficient of 0.746 and a determination coefficient of 55.6%. This shows that the variables of leadership supervision and employee commitment can significantly improve employee performance at the Constitutional Trial and Corrections Bureau at the General Secretariat of the People's Consultative Assembly of the Republic of Indonesia.

Second, the influence between employee commitment variables (X2) on employee performance (Y) is ranked second, with a correlation coefficient of 0.698 and a determination coefficient of 48.7%. This shows that the variable of employee commitment can improve employee performance at the Constitutional Court and Corrections Bureau at the General Secretariat of the People's Consultative Assembly of the Republic of Indonesia.

Third, the influence between the supervisory variables of leadership (X1) on employee performance (Y), is ranked third, with a correlation coefficient of 0.674 and a determination coefficient of 45.5%. This shows that the variable of leadership supervision can improve the performance of employees at the Constitutional Court and Corrections Bureau at the General Secretariat of the People's Consultative Assembly of the Republic of Indonesia.

CONCLUSION

The amount of influence of leadership supervision on employee performance at the Constitutional Trial and Corrections Bureau at the General Secretariat of the People's Consultative Assembly of the Republic of Indonesia is at a strong level indicated by a correlation coefficient of 0.674. 2) The amount of influence of employee commitment on employee performance at the Constitutional Trial and Corrections Bureau at the General Secretariat of the People's Consultative Assembly of the Republic of Indonesia is at a strong level indicated by a correlation coefficient of 0.698. 3) The amount of influence of leadership supervision and employee commitment together on employee performance at the Constitutional Court and Corrections Bureau at the General Secretariat of the People's Consultative Assembly of the Republic of Indonesia is at a strong level indicated by a correlation coefficient of 0.746.

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