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The effect of communication, welfare and team work on the performance of youth and sports services kerinci district

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ABSTRACT

This study aims to see the effect of (1) Communication on the performance of the Youth and Sports Office of Kerinci Regency (2) Welfare on the performance of the Youth and Sports Office of Kerinci Regency (3) Team Work on the performance of the Youth and Sports Office of Kerinci Regency (4) Communication, Welfare and Team Work have a joint effect on the performance of the employees of the Youth and Sports Office of Kerinci Regency. The population in this study is all There are 33 employees of the Kerinci Regency Youth and Sports Office. Technique of determining the number of samples using total sampling. The data analysis technique used multiple regression by fulfilling the requirements of the classical assumption test of normality, and multicollinearity, heteroscedasticity. The results of this study indicate that (1) Communication has a positive significant effect on the performance of the Kerinci District Youth and Sports Office (2) Well-being give a positive influence on the performance of the employees of the Youth and Sports Office of Kerinci Regency (3) Teamwork provide a positive influence on the performance of the employees of the Youth and Sports Office of Kerinci Regency (4) Communication, Welfare and Team Work jointly have a positive effect on the performance of the employees of the Youth and Sports Office of Kerinci Regency.



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Introduction

Performance (performance) is the quantity and quality of the work of individuals or groups within the organization in carrying out the main tasks and functions that are guided by the norms, standard operating procedures, criteria and measures that have been determined or applicable in the organization. Based on this understanding, it can be concluded that employee performance is used for the results of a person's work in accordance with predetermined provisions, as well as their role in the organization within a certain period.

To achieve maximum performance, the agency must be able to create conditions that can encourage and enable employees to develop and improve their abilities and skills optimally. Basically the purpose of the organization is to improve performance to achieve organizational goals, be able to survive in competition with other companies, and be able to achieve profit targets.

One of the government agencies in Kerinci Regency is the Youth and Sports Office. The Department of Youth and Sports of Kerinci Regency has the task of carrying out regional government administration in the field of youth and sports. Issues and problems in the field of Youth and Sports are complex and cross-sectoral. It is said to be complex because of the many interrelated factors as the cause of the lack of youth participation in development and unstable sports achievements. While it is called a cross-sectoral issue because the problem is in almost all sectors, therefore the handling must involve all sectors.

However, in the last three years there has been a decline in the performance of the Kerinci Youth and Sports Office employees. From Table 1.1 it can be seen that the performance indicators of the Kerinci Youth and Sports Office employees from 2018-2020 on average have decreased. On average in 2018 the budget absorption capacity of the Kerinci District Youth and Sports Office reached 86% and fell in 2020 to 84%. In the table, it can be seen that almost every performance indicator of the Youth and Sports Office of Kerinci Regency has decreased from 2018-2020. In the first indicator of budget absorption at Percentage of active Youth Organizations in 2018 it reached 89% then decreased in 2020 to 88%. Likewise with the last indicator on Percentage of independent young entrepreneurs in 2017 it reached 83% then dropped to 80%. This situation has shown a problem with employee performance.

Table 1 <Absorption Power of the Performance Budget of the Kerinci Regency Youth and Sports Office from 2018-2020>

Performance Indicator	Realization (%)		
	2018	2019	2020
Percentage of active Youth Organizations	89	89	88
Increased understanding of the dangers of drugs	88	87	87
Percentage of student sports achievement	82	81	81
Percentage of independent young entrepreneurs	83	81	80

Source: Lakip Youth and Sports Office of Kerinci Regency, 2018-2020

There are several factors that are thought to affect the decline in employee performance at the Youth and Sports Office of Kerinci Regency. These factors are communication, welfare and team work. Communication has a very important role in an organization.

From the explanation of the background above which is based on theories and based on previous research, in this study the authors are interested in analyzing this phenomenon with the research title "The Effect of Communication, Welfare and Team Work on the Performance of the Youth and Sports Office of Kerinci Regency".

Method

The population and sample in a study have a central and decisive role (Muri, 2015:144). The population is the whole of the object of study that provides an accurate picture of the research. According to Hamid (2014: 55) population is the total number of objects or subjects that are used as data sources in a study that have the same nature or characteristics. Thus, the population in this study were all 34 employees of the Youth and Sports Office of Kerinci Regency.

The research sample is a limited number and part of the population, part of the selected and representative population of the population (Muri, 2015: 150). Meanwhile, according to Sugiyono (2017: 120) the sample is part of the number and characteristics possessed by the population and what is learned from the sample, the conclusions will be applicable to the population. However, because the sample used is the entire population, namely the Youth and Sports Office of Kerinci Regency, the sample in this study is the same as the population, namely the entire Kerinci Regency Youth and Sports Office, amounting to 34 (thirty four nine) people,

This sampling technique uses a total sampling technique (whole sample), total sampling is a sampling technique where the number of samples is the same as the population (Sugiyono, 2017). The reason for taking total sampling is because according to Sugiyono (2017) the total population of less than 100 is used as a research sample.

Hypothesis testing in this study used multiple regression analysis. Multiple regression analysis aims to determine the causal relationship between the influencing variables and the affected variables. With multiple regression equation model as follows: $Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$ (1)

Where:

Y	= Performance
a	= Intercept Constant
X1	= Communication
X2	= Prosperity
X3	= Teamwork
b1, b2,	= Regression Coefficient
e	= Error Term

Results and Discussions**Normality test**

This normality test is used by the author to test the normality of the regression model. The test is carried out using the method Kolmogorov-Smirnov test to each variable. The regression model is normally distributed if the value of the Kolmogorov-Smirnov sign of each variable is greater than $= 0.05$. The results of the normality test can be seen in table 2.

Table 2 <Normality Test Results>

		One-Sample Kolmogorov-Smirnov Test			
		Performance	Communication	Well-being	Teamwork
N		33	33	33	33
Normal Parameters	mean	50.6531	34.0612	33.9184	34.5714
	Std. Deviation	3.50922	2.55284	3.17436	2.31840
Most Extreme Differences	Absolute	.116	.123	.144	.165
	Positive	.081	.101	.079	.106
	negative	-.116	-.123	-.144	-.165
Kolmogorov-Smirnov Z		.809	.862	1.005	1.156
asympt. Sig. (2-tailed)		.529	.447	.265	.138
a. Test distribution is Normal.					

Source: SPSS output results, 2021.

From Table 4.13 above which is a normality test, it can be seen that in the regression model, the confounding or residual variables have a normal distribution. This can be seen from the results of the sig variable value Performance (Y) is $0.529 > 0.05$ Communication variable (X1) is $0.447 > 0.05$; Welfare variable (X2) is $0.265 > 0.05$; the Team Work (X3) variable is $0.138 > 0.05$; So it can be concluded that the variables of performance, communication, welfare, team work in the Youth and Sports Office of Kerinci Regency are normally distributed.

Multicollinearity Test

Multicollinearity test is useful to test whether the regression model found a correlation between independent variables. A good regression model should not have a correlation between the independent variables if the independent variables are correlated then these variables are not orthogonal. Orthogonal variables are independent variables whose correlation value between independent variables $= 0$ (Ghozali, 2011). Multicollinearity can be seen from tolerance and Variance Inflation Factor (VIF). The way to find out whether there is a deviation from the multicollinearity test is to look at the Tolerance and VIF values of each independent variable, if the Tolerance value > 0.10 and the VIF value < 10 then the data is free from multicollinearity symptoms can be seen in table 3 below:

Table 4 <Multicollinearity Test Results>

		Coefficients ^a	
		Collinearity Statistics	
	Model	Tolerance	VIF
1	Communication	0.970	1.030
	Well-being	0.953	1.033
	Teamwork	0.982	1.018

a. Dependent Variable: Y

Source: SPSS output results, 2021

Based on the multicollinearity test in the table above, it can be seen that there is no relationship between the independent variables because the VIF value of all variables is < 10 .

Heteroscedasticity Test

The heteroscedasticity test aims to test whether in a regression model there is an inequality of variance from the residuals from one observation to another observation. If the variance from the residual of one observation to another observation is constant, then it is called a homokedastability and if different it is called heteroscedasticity. Detecting the presence of heteroscedasticity in this study used the Plott Graph (Scatter Plot) test. This test, if there is no clear pattern, such as points spread above and below the number 0 (zero) on the Y axis, then there is no heteroscedasticity. The test results can be seen in Figure 1.

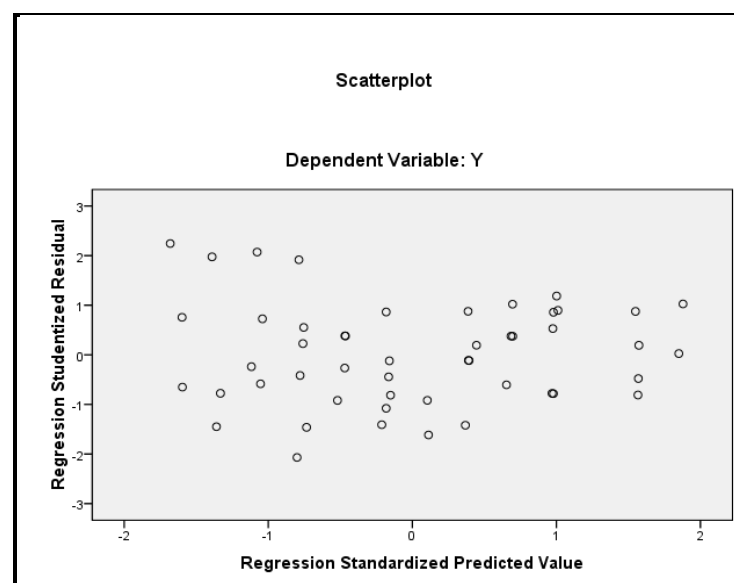


Figure 1 Heteroscedasticity Test Results

In Figure 1 it can be seen that there is no clear pattern and the points spread above and below the number 0 on the Y axis. The spread of data points does not form a wavy pattern that widens then narrows and widens again. The spread of data points is also not patterned, so this shows that the data in this study does not occur heteroscedasticity.

Research Hypothesis Test

Multiple Linear Regression Analysis

In testing the hypothesis of this study, multiple linear regression was used, which aims to determine how much influence several independent variables have on the dependent variable. Multiple regression analysis was performed by comparing tcountwith ttable and sig value with $= 0.05$. In detail the results of multiple regression testing can be seen in Table 5.

Table 5 <Multiple Regression Equation>

		Coefficients ^a		Standardized Coefficients		
Model		Unstandardized Coefficients		Beta	t	Sig.
		B	Std. Error			
1	(Constant)	15,337	10,434		1.485	.144
	Communication	.506	.180	.368	2.818	.007
	Well-being	.409	.065	.308	6.256	.000
	Teamwork	.527	.197	.348	2,681	.010

a. Dependent Variable: Y

Source: SPSS Output Results (year 2021)

Based on Table 5 above, the estimation model can be analyzed as follows:

$$Y = 15,337 + 0.506 (X1) + 0.409 (X2) + 0.527 (X3)$$

Based on the above equation it can be explained that:

- From the above equation it can be seen that there is a constant value of 15,337 which means that if communication, welfare, team work, is zero, then the value of the performance variable is at 15,337. This means that the variables of communication, welfare, team work, contribute to improving the performance of the employees of the Kerinci District Youth and Sports Office.
- Communication regression coefficient value is positive 0.506. This means that if communication increases by one unit, it will result in an increase in performance of 0.506 unit.
- The welfare regression coefficient value is positive, namely 0.409. This means that if welfare increases by one unit, it will result in an increase in employee performance by 0.409 unit.
- Team work regression coefficient value is positive, namely 0.527. This means that if the team work increases by one unit, it will result in an increase in employee performance by 0.527 unit.

Regression Coefficient Test (t Test)

Hypothesis Testing 1

The first hypothesis put forward, that communication partially has a positive effect on employee performance. Based on the results of the analysis of the t test, it is known that the significance level of the communication variable is $0,007 < \text{of the significance value } (0.05)$. Thus H_0 is rejected and H_a is accepted. Thus the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive effect between communication on the performance of the Kerinci Youth and Sports Department employees.

Hypothesis Testing 2

The second hypothesis proposed is that welfare partially has a positive effect on employee performance. Based on the results of the analysis of the t test, it is known that the significance level of the Welfare variable is $0,000 < \text{of the significance value } (0.05)$. Thus H_0 is rejected and H_a is accepted. Thus, the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive influence between welfare on the performance of the employees of the Kerinci District Youth and Sports Office.

Hypothesis Testing 3

The third hypothesis proposed is that Team work partially has a positive effect on performance. Based on the results of the analysis of the t test, it is known that the significance level of the team work variable is $0,010 < \text{dai significance value } (0.05)$. Thus H_0 is rejected and H_a is accepted. Thus, the alternative hypothesis proposed in this study is accepted, meaning that there is a significant positive effect between team work on the performance of the Kerinci Youth and Sports Office employees.

Hypothesis Testing 4

The fourth hypothesis proposed, that communication, well-being, team work jointly have a positive effect on employee performance. Based on the results of the analysis of the F test, it is known that the significance level of the variables of communication, welfare, and team work is $0.004 < 0.05$. Thus H_0 is rejected and H_a is accepted so that the alternative hypothesis proposed in this study is accepted, meaning that

there is a jointly significant influence between communication, welfare, and team work on the performance of the Kerinci Youth and Sports Office employees. This can be seen in table 6.

Table 6 <F . Test Results>

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	150137	3	50,046	5.107	.004a
	Residual	440.965	45	9,799		
	Total	591.102	48			

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Source: SPSS Output Results (year 2021)

Coefficient of Determination (Adjusted R Square)

The Coefficient of Determination aims to see or measure how far the model's ability to explain the variation of the independent variable, where the value of R square used for research with 2 variables and the value of Adjusted R Square is used for research with more than 3 variables. The value of the coefficient of determination in this study was taken from the value of Adjusted R Square which can be seen in table 7.

Table 7 <Adjusted Test Results R Square>

Model Summary ^b					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	
1	.504a	.254	.204	3.13037	

a. Predictors: (Constant), X3, X1, X2

b. Dependent Variable: Y

Source: SPSS Data Processing Results (Year 2021)

Based on the analysis results Adjusted R square is 0,204 this means that 20.4% of employee performance is influenced by the independent variables of communication, welfare, team work while the remaining 79.6% is influenced by other variables outside the model.

Influence Communication on the Performance of the Youth and Sports Office of Kerinci Regency

The results of this study indicate that communication has a significant positive effect on the performance of the employees of the Youth and Sports Office of Kerinci Regency. This indicates that communication determines the performance of the employees of the Kerinci District Youth and Sports Office. This means that the better employee communication in the agency, it will improve employee performance because of the establishment of good relations between employees and without problems.

From the results of this study, it appears that the communication variable has a coefficient of 0.506 which means that communication has a great influence. This indicates that communication can play a role in improving employee performance. If employees of the Youth and Sports Office of Kerinci Regency want to improve employee performance, they must create good communication between employees and leaders in the agency.

This is in line with the opinion (Nawawi, 2011) that communication can also mean the similarity of meaning between the communicator and the communicant with the aim of changing the attitudes, opinions, views or behavior of others about the message conveyed (Poltak, 2015). Another opinion suggests that communication is an oral or written relationship of two or more people that can lead to understanding in a problem.

Thus, business communication involves sending and receiving messages within an organization between two people, among a small group of people, or in one to several areas to influence organizational behavior. The results of communication efforts may be intentional by one person by trying to influence another or unintentionally one's actions are perceived or interpreted by another. The results of this study are in line with research Rika Fatmala (2017) which shows that communication has a positive and significant effect on employee performance.

Influence Welfare of the Performance of the Youth and Sports Office of Kerinci Regency Pegawai

The results of this study indicate that welfare has a significant positive effect on the performance of the employees of the Youth and Sports Office of Kerinci Regency. This indicates that the welfare of employees determines the performance of the employees of the Youth and Sports Office of Kerinci Regency. This means that the better and better the welfare of employees in the agency, it will improve employee performance.

From the results of this study, it can be seen that the work welfare variable has a coefficient of 0.409 which means that welfare has a great influence. This indicates that high and good welfare can play a role in improving employee performance. If employees of the Youth and Sports Office of Kerinci Regency want to improve employee performance, they must create the welfare of employees in the agency.

This is in line with the opinion (Soetopo, 2012) that welfare is a safe and prosperous condition avoiding various threats and difficulties felt by someone who has done a job in a place or company. Another opinion suggests that welfare is a complete remuneration (material and non-material) provided by the company based on company policy (Kaswan, 2012).

The provision of welfare will create calm, morale, dedication, discipline and a loyal attitude towards the company so that labor turnover is relatively low. Employee welfare programs are allowances and welfare improvements whose provision is not based on employee performance but is based on membership as part of the organization and employees as human beings who have many needs in order to live a normal life and work better (Torang, 2014).

The results of this study are in line with the research of Yuliana Sulistianingsih (2007), which shows that welfare affects employee performance.

Influence Influence Team Work on the Performance of the Youth and Sports Office of Kerinci Regency

The results of this study indicate that team work has a significant positive effect on the performance of the employees of the Youth and Sports Office of Kerinci Regency. This indicates that team work determines the performance of the employees of the Kerinci District Youth and Sports Office. This means that the better and solid team work between employees and the leadership of the agency will improve employee performance.

From the results of this study, it can be seen that the team work variable has a coefficient of 0.527 which means that team work has the greatest influence from other variables. This indicates that team work can play a role in improving employee performance. If employees of the Youth and Sports Office of Kerinci Regency want to improve employee performance, they must improve and create good and solid team work between employees and good leaders in the agency.

This is in accordance with the opinion according to Daft, (2006) Team work (teamwork) is people who work together to solve problems and achieve goals in a group. Cooperation is a form of group consisting of more than one person who performs a task with a number of rules and procedures. A group is a collection of two or more people who interact with each other in such a way that the behavior and performance of a person is influenced by the behavior/performance of other members (Al Fajar, 2010).

In the implementation of cooperation, mutual benefits must be achieved, the implementation of cooperation can only be achieved if mutual benefits are obtained for all parties involved in it. If one party is harmed in the cooperation process, then the cooperation is no longer fulfilled. In an effort to achieve mutual benefits or benefits from cooperation, it is necessary to have good communication between all parties and a common understanding of common goals (Effendy, 2007).

The results of this study are in line with Rika Fatmala's research (2017) which shows that there is a significant positive effect between Team Work on employee performance.

The Effect of Communication, Welfare, Team Work on the Performance of the Youth and Sports Office of Kerinci Regency

The results of this study indicate that communication, welfare, team work together have a significant influence on the performance of the employees of the Kerinci District Youth and Sports Office. This indicates that communication, welfare, team work and performance determine the performance of the employees of the Kerinci District Youth and Sports Office. This means that communication, welfare, team work, good performance will improve employee performance.

This is in line with the research of Rika Fatmala (2017), Yuliana Sulistianingsih (2007) which shows that the results show the support for a positive and significant influence between communication, welfare, team work and performance on employee performance.

Conclusions

Based on the results of testing and discussing the hypotheses described in the previous chapter, some conclusions can be drawn as: 1) Communication has a positive influence on the performance of the Youth and Sports Office of Kerinci Regency. This means that employee performance will increase if communication in the agency is good for employees and leaders, and is able to provide encouragement to employees in improving their performance, thus the first hypothesis (H1) is accepted. 2) Welfare has a positive influence on the performance of the Youth and Sports Office of Kerinci Regency. This means that employee performance will increase if welfare is high and good so as to provide morale to employees in carrying out their work. The higher and better the welfare in the agency, the higher the employee's performance in doing their work in the agency, thus the second hypothesis (H2) is accepted. 3) Team Work has a positive influence on employee performance at the Youth and Sports Office of Kerinci Regency. This means that employee performance will increase if the team work between employees and leaders in the agency is good for employees, thus making employees enthusiastic and able to do their jobs well. A good and solid team work will encourage high performance, thus the third hypothesis (H3) is accepted.

Communication, welfare, team work together have a positive effect on the performance of the employees of the Kerinci District Youth and Sports Office. From the ANOVA test, the significance probability value was 0.004. The probability of significance is less than 0.05, with a significance level of 0.004 or 0.05 as a result H_0 is rejected and H_a is accepted. The variables of communication, organizational climate and team work together affect the performance of the employees of the Kerinci District Youth and Sports Office.

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