



The Effect Of Delegation Of Duties And Integration On Performance Of Employees In The Office Of The Dprd Of Serdang Bedagai Regency

Hardi Mulyono
Nusantara Muslim University

ARTICLE INFO

Article history:

Received Sep 06, 2022

Revised Sep 13, 2022

Accepted Oct 04, 2022

Keywords:

Delegation of Tasks,
Integration,
and Employee Performance

ABSTRACT

This study aims to determine whether the delegation of tasks and integration have a significant influence on the performance of employees at the DPRD Office of Serdang Bedagai Regency. The method used in this study is a quantitative method with several tests, namely reliability analysis, classical assumption deviation test and linear regression. Based on the results of the primary data regression which was processed using SPSS 18, the following multiple linear regression equation was obtained: $Y = 1,288 + 0.313X_1 + 0.664X_2 + e$. Partially, the task delegation variable (X1) has a positive and significant effect on employee performance, as evidenced by the t count > t table (5.595 > 1.991). The integration variable (X2) has a positive and significant effect on employee performance, as evidenced by the value of t count > t table (11,262 > 1,991). Simultaneously, the variables of task delegation (X1) and integration (X2) have a positive and significant effect on employee performance. This means that the hypothesis in this study is accepted, as evidenced by the calculated F value > F table (241,700 > 3.12). The variable of task delegation (X1) and integration (X2) is able to contribute influence on the service quality variable by 86.3% while the remaining 13.7% is influenced by other variables not examined in this study. should be the leader The Office of the Regional Representative Council of Serdang Bedagai Regency can provide objective delegation of tasks so that all employees get the appropriate work tupoksi. Employees should be able to work with high dedication so that the office can consider employee career paths.

This is an open access article under the [CC BY-NC](https://creativecommons.org/licenses/by-nc/4.0/) license.



Corresponding Author:

Hardi Mulyono,
Nusantara Muslim University,
Jl. Garu II No 2 ; no 52 dan no 93, Jl. Lintas Medan Lubuk Pakam, Kota Medan, Sumatera Utara.
Email: hardimulyono@umnaw.ac.id

1. INTRODUCTION

The demand for the achievement of agency goals is the responsibility of all related elements in the organizational structure. The leadership role as a high position holder is expected to be able to bring employees to work together to advance the agency. A leader must be able to direct and instruct his subordinates to work as assigned.

Delegation of tasks is an essential element in the direction phase of the management process because most of the tasks completed are the result of employee efforts. For leaders, delegation is not an option but a must. There are many tasks that often have to be completed by one person. In this situation, delegation is often closely related to employee performance.

Agencies must be able to encourage human resources to remain productive in carrying out their respective duties, namely by providing clear delegation of tasks so that employee morale is maintained. So that agencies can retain employees and besides that, employees can also be used as main partners in supporting the success of an agency. Delegation of tasks is the activity of a leader to assign his employees to carry out part of the assigned tasks related to time and give power to the employee.

Employees who have been given tasks and are able to complete them, certainly have good quality work. One of the qualities in integration is the activities and attitudes of employees who are no longer in doubt in each of their activities. This is because employees/humans are dynamic and have thoughts, feelings, self-esteem, traits, and bring different backgrounds, behaviors, desires, and needs in the organization.

To influence the attitudes and behavior of employees to the desired, managers must understand the nature and motives of what drives them to want to work for the agency. In general, people want to work because they are driven by the desire to be able to meet their physical and spiritual needs. So, managers must try to provide fair and proper remuneration, and treat employees well as human beings. Employees must also be aware of why the agency accepts them and what is expected of them. Agencies also expect their employees to work diligently to comply, be disciplined and produce good performance. because this is the only way the agency can make a profit.

Based on the author's interview with several employees at the DPRD Office of Serdang Bedagai Regency, that there are problems faced by employees, namely, the leadership is not precise enough to place employees and the tasks given are not in accordance with the abilities of the employees. Then the lack of attention from the leadership in seeing the work activities of employees, so there are still employees who do not do their work in the workspace. There is still a lack of integration between fellow employees, both civil servants and honorary employees, in uniting ideas, so that it has an impact on the decline in services to the community.

Formulation of the problem, Based on the description of the background and identification of the problems and theories described above, the problems that will be studied in this research are: Does the delegation of tasks and integration either partially or simultaneously have a significant effect on the performance of employees at the DPRD Office of Serdang Bedagai Regency?, What is the percentage level of task delegation and integration on employee performance at the Regional DPRD Office of Serdang Bedagai Regency

Theoretical Foundation, Task Delegation, According to Sutarto (in Rabitha, 2019: 4) authority (duty) is a person's right to take the necessary actions so that his duties and responsibilities can be carried out properly. According to Hasibuan (in Rabitha, 2019: 4) task delegation is to give part of the work or authority by the delegator (authorizing authority) to the recipient of the authority to do it. According to Komaruddin (2011: 49) "The right secret to enabling a manager to focus on several strategic issues lies in the ability to divide the delegated tasks".

To realize the benefits and benefits of delegating tasks depends on the skills of the people involved in it. There is a leader who is good at delegating tasks, but there are also leaders who don't want to give up their responsibilities and duties. Likewise subordinates, sometimes subordinates are not aware of the benefits so they are reluctant to accept delegation for fear of taking risks. Fear of making mistakes, avoiding responsibility and expecting only the boss to make the decisions. So the giver and recipient of the delegation should know more deeply the function of task delegation, so

that they can help each other to create a dynamic work atmosphere through task delegation.

Integration, according to Hasibuan (2009:136), he argues that "Integration is an activity that integrates the wishes of employees and the interests of the company, in order to create cooperation that gives satisfaction". In harmony with Supomo (2019:106), he argues that "integration is an activity to unite the desires of employees and the interests of the company in order to create a cooperation that gives satisfaction".

According to the Big Indonesian Dictionary (in Veronika, 2015:13) integration comes from the English "integration" which means perfection or the whole. So integration is a renewal between the company and employees in order to achieve a complete organizational perfection.

Performance, bernardin and Russel quoted by Sutrisno (2019: 150), provide a definition of achievement as a record of the results obtained from certain job functions or certain activities over a certain period of time. Byars and Rue cited by Sutrisno (2019: 150), define achievement as a person's level of proficiency in tasks that include his work. The performance is the result of a person's efforts which are determined by the ability of his personal characteristics and perceptions of his role in the job.

2. RESEARCH METHOD

This research was conducted at the Office of the DPRD Serdang Bedagai Regency which is located at Jalan Negara No. 100 Sei Rampah, Serdang Bedagai Regency. The population in this study were all employees at the DPRD Office of Serdang Bedagai Regency as many as 80 people. This sampling technique is called the saturated sampling technique or census. So the number of samples in this study were 80 people. To analyze the information data obtained, the writer uses multiple linear regression analysis, partial test (t test), simultaneous test (f test), and coefficient of determination test.

3. RESULTS AND DISCUSSIONS

To see the factors that affect employee performance, multiple linear regression analysis is used. Based on the results of data processing using SPSS, it can be seen that the empirical results of the research are as follows.

Table 1. Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
	B	Std. Error	Beta			Tolerance	VIF
(Constant)	1,288	1,885		.683	.497		
1 Delegation_Task	.313	.056	.331	5.595	.000	.510	1,962
Integration	.664	.059	.666	11.262	.000	.510	1,962

a. Dependent Variable: Performance

Source: SPSS Version 20 Output, Data Processed 2021

The multiple linear regression equation is obtained as follows:

$$Y = 1,288 + 0.313X_1 + 0.664X_2 + e$$

- Constant (a) = 1,288 shows the constant value, where if the independent variable = 0 then the dependent variable = 1,288, meaning that if there is an increase in task delegation and integration, then performance remains valuable 1,288.
- Regression coefficient of task delegation variable (X₁) = 0.313 shows that task delegation has a positive effect on performance, so that if the task delegation variable is increased by 1 unit, the performance variable will increase by 1 unit. 0.313.
- Regression coefficient of integration variable (X₂) = 0.664 shows that the integration variable has a positive effect on performance, so that if the

integration variable is increased by 1 unit, the performance will increase by 0.664.

3.1 Classic assumption test

In the Coefficients table, the t value is also obtained. The calculated t value is then compared with the t table value at $\alpha = 0.05$. The value of t table in df (nk) where n is the number of samples and k is the number of variables, both independent and dependent variables, then $80 - 3 = 77$. At df 77 with $\alpha = 0.05$ the value of t table is 1.991.

The t value of the assignment delegation variable (X1) is 5.595, Thus, $t_{count} > t_{table}$, then H_0 is accepted and H_1 is rejected, which means that the task delegation variable (X1) has a positive and significant effect on performance. The t value of the integration variable (X2) is equal to 11.262, Thus, $t_{count} > t_{table}$, then H_0 is rejected and H_1 is accepted, which means that the integration variable (X2) has a positive and significant effect on performance.

3.2 Simultaneous Hypothesis Testing (F Test)

The results of the F test can be seen in the following table

Tabel 2. ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1085.138	2	542,569	241,700	.000 ^b
	Residual	172.850	77	2,245		
	Total	1257,988	79			

a. Dependent Variable: Performance

b. Predictors: (Constant), Integration, Delegation_Task

In the Anova table, the calculated F value is 241,700 while the F table value is 3.12. Thus, $F_{count} > F_{table}$ means that the variables of task delegation and integration together have a positive and significant effect on performance

3.3 Coefficient of Determination Test (R²)

The coefficient of determination (R²) of the regression results can be seen in the table as follows:

Table 3. Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.929 ^a	.863	.859	1.49827	1,863

a. Predictors: (Constant), Integration, Delegation_Task

b. Dependent Variable: Performance

The value of the coefficient of determination (R²) from the regression result is 0.863, which means that the task delegation and integration variables contribute to the performance of 86.3%. This result is the result of (R² x 100%), while the remaining 13.7% is influenced by other variables not examined in this study.

4. CONCLUSION

From the research results that have been discussed by processing and questionnaires and using several tests, the following conclusions can be drawn: Partially, the task delegation variable (X1) has a positive and significant effect on employee performance, as evidenced by the $t_{count} > t_{table}$ ($5.595 > 1.991$). The integration variable (X2) has a positive and significant effect on employee performance, as evidenced by the value of $t_{count} > t_{table}$ ($11,262 > 1,991$). Simultaneously, the variables of task delegation (X1) and integration (X2) have a positive and significant effect on employee performance. This means that the hypothesis in this study is accepted, as evidenced by the calculated F value $> F_{table}$ ($241,700 > 3.12$). The variable of task delegation (X1) and integration (X2) is able to contribute to the influence of the employee performance variable by 86.3% while the remaining 13.7% is influenced by other variables not examined in this study.

REFERENCES

- Anwar Prabu Mangkunegara, 2013. *Personnel Management*. Ghalia Indonesia Publisher. Jakarta.
- Arikunto S. 2016. *Research Management*. Print to X. Rineka Cipta Publisher. Jakarta.
- Duwi Priyatno. 2008. *5 Hours of Learning Data Processing With SPSS 17*. Andi Publisher. Yogyakarta.
- Edy Sutrisno. 2019. *Human Resource Management*. Edition I. Prenadamedia Group Publisher. Jakarta.
- Ety Rochaety, et al. 2009. *Business Research Methods With SPSS Applications*. Media Discourse Partner Publisher. Jakarta.
- Fahmi Irham. 2016. *Introduction to Human Resource Management Concepts and Performance*. Media Discourse Partner Publisher. Jakarta.
- Ircham Machfoedz. 2010. *Research Methodology (Quantitative & Qualitative)*. Fitramaya Publisher. Yogyakarta.
- Joko Subagyo. 2007. *Research Methods in Theory and Practice*. Rineka Cipta Publisher. Jakarta.
- Hamali A Y. 2018. *Understanding Human Resource Management Strategies for Managing Employees*. Printing II. CAPS (Centre for Academic Publishing Service). Yogyakarta.
- Moh. Nazir. 2014. *Research Methods*. Ghalia Indonesia Publisher. Bogor.
- Mudrajad Kuncoro. 2013. *Research Methods For Business and Economics*. Erlangga Publisher. Jakarta.
- Nurul Husna. 2018. *The Effect of Work Motivation and Career Development on Employee Morale at PT. PLN (Persero) Medan Area*. Thesis. Faculty of Economics. Al Washliyah University (UNIVA). Medan.
- Khuzaimah S. 2017. *The Effect of Career Development, Competence and Work Environment on Employee Job Satisfaction at PT. Bank Riau KEPRI Pekanbaru Head Office*. Journal. Pekanbaru University.
- Malay SP Hasibuan. 2009. *Human Resource Management*. Revised Edition, BumiAksara Publisher. Jakarta.
- Mashar W. 2015. *The Effect of Training on Employee Performance at the Inspectorate of Rokan Hulu Regency*. Journal. Faculty of Economics. Pagarian Sand University. Riau.
- Sugiyono. 2017. *Quantitative, Qualitative and R&D Research Methods*. CV Publisher. Alfabeta. Bandung.
- Suwatno, Priansa. 2018. *HR Management in Public and Business Organizations*. Printing to VI. Alfabeta Publisher. Bandung.
- Syaiful Bahri. 2018. *Complete Business Research Methodology with SPSS Data Processing Techniques*. Edition I. Publisher CV. Andi Offset. Yogyakarta.
- R Supomo. 2019. *Human Resource Management*. Yarama Widya Publisher. Bandung.
- Veronica Fanda. 2015. *Analysis of Integration and Compensation on the Achievement of Company Goals (Case Study at BPRS Suriyah Semarang Branch)*. Journal. Faculty of Economics. STIE IBBI. Semarang.
- Yoyo Sudaryo. 2018. *Human Resource Management*. Andi Publisher. Yogyakarta.