

PalArch's Journal of Archaeology of Egypt / Egyptology

THE CORRELATION BETWEEN TASK COMMITMENT AND EMPLOYEE PERFORMANCE AT THE BOARD OF ENTERPRISE BATAM AREA

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Haji Mustaqim, Sumardin, Sabri, Hazriyanto, Agus Salim. The Correlation Between Task Commitment and Employee Performance at the Board of Enterprise Batam Area – Palarch's Journal of Archaeology of Egypt/Egyptology 17(7) (2020). ISSN 1567-214X.

Keywords: Correlation; Work Commitment; Employee Performance.

ABSTRACT:

Various issues faced by Batam Industrial Estate Agency. Employees at Batam Industrial Estate Agency is currently described as having a low level of professionalism, less optimal service ability, the work ethic which is considered low, less disciplined, less serving well, less transparent, less value added, many complains, low levels of reliability, assurance, tangibility, empathy and responsiveness, has no level of integrity as government employees so as not to have emotional connective, other than that high misuse of authority. The condition has an impact on low performance of employees in carrying out their duties and obligations in serving the community. The purpose of this research is to know the correlation between commitment and performance. Instrument items were 60 items, and questionnaires were used as data collection tools. Data analysis tools in the study was using SPSS statistics. The data were conducted for the validity test analysis, reliability test, normality test, and correlation test to see the correlation between work commitment and performance. Correlation test results indicate that there is a strong and significant correlation between the work commitment and the performance of employees. For future researchers, it is recommended to do some research with other variables that are not researched in this study such as; Motivation and job satisfaction.

INTRODUCTION

Before becoming an autonomous region, Batam City is located at the International Sea Shipping junction and is about 20 km with Singapore the 2nd (second) municipality in Riau Province, while the first is the autonomous municipality of Pekanbaru. Batam Municipality is administrative, whose position is level with other districts/municipalities level II. Batam is growing rapidly, not only in infrastructure development and economic mobility, Batam is suitable job seekers. In addition, the increase of government and development that is rapidly in the Batam area, then also increased the functions of development and service to the community. In order to realize the conditions in accordance with the expected, one of the important factors is the effort to improve the performance of employees that take place continuously and

sustainably is a need that can not be postponed anymore. The development of government is directed to the realization of government administration that is able to ensure the smooth and the integration of works and functions of government governance, development and community to realize a reliable apparatus, professional, effective and efficient, and responsive to the aspirations of society, hence the need for the dynamic change of personnel performance improvement. To build qualified human resources (HR), we need a systematic, sustainable and comprehensive effort, one of which is through empowerment. In the context of local governments, is empowerment of local government employees. Government organizations are also expected to be able to search for new ways in order to utilize its human resources effectively and efficiently to face external challenges such as international competition threats, uncertain economic conditions, technological changes and rapid information and internal challenges such as the pressure of strengthened legal communities. Currently, employees at Batam Industrial Estate Agency are described as having a low level of professionalism, less optimal service ability, the work ethic is considered low, less disciplined, less serving well, less transparent, less value added, many complains, low levels of reliability, assurance, tangibility, empathy and responsiveness, has no level of integrity as government employees so as not to have emotional connection , other than that high misuse of authority. The condition has an impact on low performance of employees in carrying out their duties and obligations in serving the community. Based on the explanation stated above, it encourages researchers to conduct research with the title "Correlation between work commitment and performance of employee at Batam Industrial Estate Agency ". Some opinions are related to variables in this study, namely the work commitment and employee performance. Performance is one of the total groups of work in the workers (Rivai & Veithzal et. al, 2005). In addition, performance assessment (performance appraisal, PA) is the process of evaluation of how well employees are doing the work compared with a set of standards and then communicate with the employees (Mathis & Jackson, 2002). Another opinion suggests that performance is the willingness of a person or group of people to do something of activity and refine it to the responsibility of the outcome as expected (Rivai & Basri, 2005). The term performance comes from the word job performance or actual performance (the achievement of the actual work or achievement of a person) that is the result of work in the quality and quantity achieved by an officer in carrying out their duties in accordance with the responsibilities given to them (Mangkunegara & P., 2005). Commitment is defined as the relative strength of individual identification together and its involvement with the Organization (Bishop & Burroughs, 2000). In addition, the definition of commitment to the work is an energy in itself that encourages a person to be diligent and resilient to do the work despite experiencing various obstacles in completing the work that is his responsibility because the individual has reminded themselves of the work of their own will (Sutisna, 2010). Another opinion is that the work commitment is a personal characteristic that is reliable and can be trusted (Byron, William, & J., 2010). The work commitment is about identifying the objectives and values of the organization, the desire to belong to the organization and the ability to strive to belong to the Organization (Byron et al., 2010). The results of an earlier study was related to commitment and demonstrated that there was a positive linear correlation between organizational commitment and organizational performance (Zincirkiran, Emhan, & Fatih Yasar, 2015). An ethical working condition is found to be a better predictor of job satisfaction, while the influence of organizational

commitment to work performance is greater than job satisfaction (Putra, Dharmanegara, & Yas, 2019). The results showed that leadership and job satisfaction had a positive and significant impact on employee performance, while organizational commitments had no effect on employee performance (Amrozi, Puspitaningtyas, & Poernomo, 2018). In addition, other research results suggest that the transformational leadership style is positively correlated with job performance and affective organizational commitments. The findings also reveal that the affective organization's commitment is in the correlation between the transformational leadership style and the performance of the work (Almutairi, 2016). Then, the correlation test results showed a strong and significant correlation between commitment and performance (Hazriyanto, Jannah, & Pauzi, 2020). Results also show that the commitment and satisfaction of both male and female students as a whole are in high category. While the overall performance of students at a good stage (Hazriyanto et al., 2020).

Formulation of the problem in this research are:

1. How does the work commitment and employee performance stage work?
2. Is there a positive correlation between work commitment and employee performance?

The purposes of this research are:

1. To determine the level of work commitment and employee performance
2. To know the correlation between work commitment and employee performance.

Description: Work commitment, employee performance.

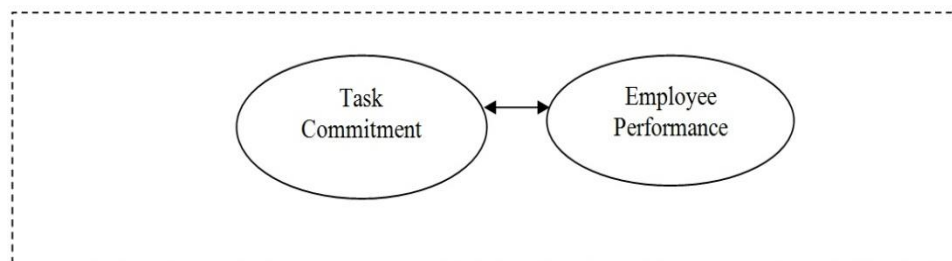


Figure 1. Conceptual Framework

The hypothesis in this study is:

H1: There is a correlation between work commitment to employee performance

RESEARCH METHODS

This research was implemented in the area of Batam Industrial Estate Agency involving 30 employees as sample in the preliminary study. This type of research was quantitative and with questionnaires used as data collection tools in the study. The data analysis tool in the study used SPSS statistical software with descriptive analysis and correlation to see the stages and correlation between variables in the study. Test analysis of the study data conducted were reliability test, validity test, normality test, and correlation test. The variables in this study consisted of: I) Work commitment, II) employee performance, instrument items in this study were 60 items, namely 30 items of work commitment and 30 items of performance employee adaptation and adoption of

the study instruments that have been conducted previously from (Hazriyanto et al., 2020).

RESULTS AND DISCUSSION

This section discussed the results of the research conducted. The number of study respondents based on gender can be seen in the following table:

Table 1. Gender

Gender		Frequency	Percentage	Valid Percentage
<i>Valid</i>	<i>Male</i>	16	53.3	53.3
	<i>Female</i>	14	46.7	46.7
	<i>Total</i>	30	100.0	100.0

In table 1 shows that the respondent in the study was based on the gender of the 16 male respondents and 14 female respondents with a total of 30 respondents. Furthermore, the results of the average descriptive test score of the work commitment variables and the performance of the employees shown in the table below;

Table 2. Descriptive Statistics (Work Commitment)

Item Work Commitment	N	Minimum	Maximum	Mean	Description
<i>Com1</i>	30	1	5	3.73	<i>High</i>
<i>Com2</i>	30	1	5	3.80	<i>High</i>
<i>Com4</i>	30	1	5	3.73	<i>High</i>
<i>Com5</i>	30	1	5	3.70	<i>High</i>
<i>Com7</i>	30	1	5	3.53	<i>High</i>
<i>Com8</i>	30	1	5	3.80	<i>High</i>
<i>Com13</i>	30	2	5	4.10	<i>High</i>
<i>Com14</i>	30	1	5	3.47	<i>High</i>
<i>Com15</i>	30	1	5	3.87	<i>High</i>
<i>Com17</i>	30	1	5	3.93	<i>High</i>
<i>Com18</i>	30	1	5	3.57	<i>High</i>
<i>Com19</i>	30	1	5	3.73	<i>High</i>
<i>Com20</i>	30	1	5	3.83	<i>High</i>
<i>Com27</i>	30	1	5	3.87	<i>High</i>
<i>Com30</i>	30	1	5	3.90	<i>High</i>
<i>Total Mean score</i>				3.77	<i>High</i>

Test result mean score of work commitments on Table 2 it can be explained that the lowest average value of the work commitment item (3.47) and the highest score (4.10) with the overall average scoring stage of the work commitment is in the high category after being consulted with the criteria (Abdurahman & Muhidin, 2007). Then, here is the result of test mean score from employee performance.

Table 3. Descriptive Statistics (Employee Performance)

Item Employee Performance	N	Minimum	Maximum	Mean	Description
EP1	30	4	5	4.53	<i>Very Good</i>
EP4	30	2	5	4.20	<i>Very Good</i>
EP5	30	2	5	4.23	<i>Very Good</i>
EP6	30	2	5	4.33	<i>Very Good</i>
EP7	30	4	5	4.30	<i>Very Good</i>
EP8	30	2	5	4.33	<i>Very Good</i>
EP10	30	2	5	4.30	<i>Very Good</i>
EP11	30	2	5	4.10	<i>Good</i>
EP12	30	4	5	4.27	<i>Very Good</i>
EP13	30	4	5	4.40	<i>Very Good</i>
EP14	30	3	5	4.27	<i>Very Good</i>
EP15	30	4	5	4.40	<i>Very Good</i>
EP16	30	3	5	4.13	<i>Good</i>
EP17	30	2	5	4.03	<i>Good</i>
EP18	30	2	5	4.00	<i>Good</i>
EP19	30	2	5	3.53	<i>Good</i>
EP22	30	3	5	4.33	<i>Very Good</i>
EP23	30	3	5	4.33	<i>Very Good</i>
EP24	30	3	5	4.13	<i>Good</i>
EP25	30	3	5	4.20	<i>Very Good</i>
EP26	30	2	5	4.13	<i>Good</i>
EP27	30	2	5	4.10	<i>Good</i>
EP28	30	3	5	4.27	<i>Very Good</i>
EP29	30	3	5	4.23	<i>Very Good</i>
<i>Total Mean score</i>				4.21	<i>Very Good</i>

The result of the mean test score of the employee's performance in table 3 shows that the lowest average value of the employee's performance item (3.53) while the highest value (4.53) with the average score level overall the employee's performance is at a very good stage after being consulted with the criteria (Abdurahman & Muhidin, 2007). Then the results of the validity and reliability test.

Tabel 4. Reliability Statistics

Variable	Cronbach's Alpha	N of Items	Description
<i>Task Commitment</i>	0.959	15	<i>Reliable</i>
<i>Employee Performance</i>	0.935	24	<i>Reliable</i>

From the results of the reliability test in table 4 can be explained that *cronbach's alpha* value for work commitment (0.959) while the employee's performance (0.935) > 0.70, this means that the questionnaire device is reliable trustworthy. The following are the results of the validity test for work commitment and employee performance items, as shown in the following table:

Table 5. Item-Total Statistics

Item	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted	Description
<i>Com1</i>	52.83	155.799	.959	.952	<i>Valid</i>
<i>Com2</i>	52.77	156.185	.959	.952	<i>Valid</i>
<i>Com4</i>	52.83	155.799	.959	.952	<i>Valid</i>
<i>Com5</i>	52.87	154.947	.933	.952	<i>Valid</i>
<i>Com7</i>	53.03	172.033	.386	.963	<i>Valid</i>
<i>Com8</i>	52.77	155.909	.942	.952	<i>Valid</i>
<i>Com13</i>	52.47	171.637	.547	.960	<i>Valid</i>
<i>Com14</i>	53.10	156.852	.774	.956	<i>Valid</i>
<i>Com15</i>	52.70	157.183	.940	.952	<i>Valid</i>
<i>Com17</i>	52.63	156.999	.913	.953	<i>Valid</i>
<i>Com18</i>	53.00	157.793	.819	.955	<i>Valid</i>
<i>Com19</i>	52.83	155.799	.959	.952	<i>Valid</i>
<i>Com20</i>	52.73	172.478	.393	.963	<i>Valid</i>
<i>Com27</i>	52.70	166.631	.547	.960	<i>Valid</i>
<i>Com30</i>	52.67	171.333	.417	.963	<i>Valid</i>

The test result of the validity of the work commitment in table 5 shows that out of 30 commitments items there are 15 valid items ($r_value > r_attistik\ 0.361$) and 15 other items are invalid ($r_value < 0.361$). This means that 15 items are included in the next process. As for the employee performance validity test results can be seen in the following table:

Table 6. Item-Total Statistics

Item	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted	Description
<i>EP1</i>	96.57	82.875	.418	.935	<i>Valid</i>
<i>EP4</i>	96.90	78.507	.750	.930	<i>Valid</i>
<i>EP5</i>	96.87	79.085	.616	.932	<i>Valid</i>
<i>EP6</i>	96.77	77.426	.785	.930	<i>Valid</i>
<i>EP7</i>	96.80	82.166	.545	.934	<i>Valid</i>
<i>EP8</i>	96.77	77.495	.778	.930	<i>Valid</i>
<i>EP10</i>	96.80	78.441	.704	.931	<i>Valid</i>
<i>EP11</i>	97.00	77.034	.536	.936	<i>Valid</i>
<i>EP12</i>	96.83	82.764	.492	.934	<i>Valid</i>
<i>EP13</i>	96.70	81.459	.587	.933	<i>Valid</i>
<i>EP14</i>	96.83	80.213	.697	.932	<i>Valid</i>
<i>EP15</i>	96.70	81.459	.587	.933	<i>Valid</i>
<i>EP16</i>	96.97	81.068	.733	.932	<i>Valid</i>
<i>EP17</i>	97.07	80.271	.643	.932	<i>Valid</i>
<i>EP18</i>	97.10	78.990	.663	.932	<i>Valid</i>

EP19	97.57	76.875	.443	.940	Valid
EP22	96.77	80.875	.592	.933	Valid
EP23	96.77	80.875	.592	.933	Valid
EP24	96.97	81.826	.633	.933	Valid
EP25	96.90	80.093	.769	.931	Valid
EP26	96.97	78.861	.692	.931	Valid
EP27	97.00	81.586	.459	.935	Valid
EP28	96.83	80.695	.644	.932	Valid
EP29	96.87	81.844	.536	.934	Valid

The results of the validity of the employee performance item in table 6 indicate that 24 item performance employees are valid from 30 items and 6 items are not valid. Up to 24 performance items can be included in the next process. Next is the test result of data normality as shown in the following table:

Table 7. One-Sample Kolmogorov-Smirnov Test

		Work Commitment	Employee Performance
<i>N</i>		30	30
<i>Normal Parameters^{a,b}</i>	<i>Mean</i>	110.37	125.17
	<i>Std. Deviation</i>	18.914	10.700
<i>Most Extreme Differences</i>	<i>Absolute</i>	.107	.116
	<i>Positive</i>	.085	.102
	<i>Negative</i>	-.107	-.116
<i>Test Statistic</i>		.107	.116
<i>Asymp. Sig. (2-tailed)</i>		.200 ^{c,d}	.200 ^{c,d}

Test results of normality in table 7 indicates that the value of ASYMP. Sig. (2-tailed) Work commitment and employee performance (0.200) greater than 0.05. Thus indicates that the data is in normal distribution. So that the data can be continued in the next process. Then for a correlation test result this study can be seen in the following table:

Table 8. Correlation

Variable		Work Commitment	Employee Performance
<i>Work Commitment</i>	<i>Pearson Correlation</i>	1	-.194
	<i>Sig. (2-tailed)</i>		.304
	<i>N</i>	30	30
<i>Employee Performance</i>	<i>Pearson Correlation</i>	-.194	1
	<i>Sig. (2-tailed)</i>	.304	
	<i>N</i>	30	30

The correlation test result in table 8 shows that the correlation between the work commitment and the performance of the employees (-0.194). The results of the test shows negative and insignificant correlation between work

commitment and employee performance. The size of the correlation (0.194) is in the weak category (Cohen & J., 1988).

SUMMARY

Based on this research can be made conclusion as follows:

I. Employee commitment and employee performance

Descriptive test results demonstrate that the overall work commitment is in the high category, while the employee's performance is at a very high level. The company has to continue to maintain the level of work commitment and performance of employees, given the stage of work commitment and employee performance today has been at a high and excellent level. The findings in this study are in line with research conducted by (Hazriyanto et al., 2020).

II. Work and performance commitments of employee

Correlation test results showing the correlation of work commitment and negative performance is not significant. That is, if the higher the work commitments then the lower the performance of the employees. The findings are not in line with the results of studies conducted by (Zincirkiran et al., 2015). It is presumed that employees in carrying out the works and measures of performance have many procedures and standards, so that each sector will certainly has different policy and its standard. Therefore, The Board of Enterprise Batam Area still needs to give attention on the commitment and performance, and review again related to the policy and its standard. Beside that, it also needs to consider other factors that were not investigated in this research such as leadership, culture, and so on.

The future researchers are suggested to review from demography point of view and do research in private sectors and others about task commitment and the employee performance.

ACKNOWLEDGEMENTS

Thank you very much to partner lecturers, University of Ibnu Sina Batam, Board of Enterprise Batam Area, STIE Galileo, and Publisher that has published this article.

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