

THE EFFECT OF MUTATIONS ON THE WORK PRODUCTIVITY OF THE STATE CIVIL SERVICES AT THE OFFICE OF PENGADILAN AGAMA WAMENA PAPUA

^{1*}Syarifah, ²Wahyuni Nurindah Sulistiowati, ³Arif Setyawan

^{1,2}Retail Management Study Program, Faculty of Economics and Business, Amal Ilmiah Yapis
Wamena University, Wamena, Indonesia

³Government Science Study Program, Faculty of Social Science and Political Science, Amal Ilmiah
Yapis Wamena University, Wamena, Indonesia

Author's email : ¹syarifah@unaim-wamena.ac.id; ²wahyuni@unaim-wamena.ac.id;
³arifpengadilanagama@gmail.com

*Corresponding author: syarifah@unaim-wamena.ac.id

Abstract

This study aims to determine whether there is an effect of mutation on the work productivity of the employees of the Pengadilan Agama Office. This type of research is associative research, which consists of 2 variables, namely Mutation and Work Productivity. For sampling using Total Sampling because the population does not exceed 100 people, namely 12 people. Data collection techniques used in the literature study, observations (observations), and a questionnaire that contains 30 questions. For testing the validity of each item, using the Pearson Product Moment correlation, while testing the reliability of the research instrument using the Cronbach Alpha method. Then testing the data analysis using the Pearson Product Moment correlation formula which in this study used = 0.5, meaning that the error from the analysis was 5%. In this study, simple regression analysis was also used to predict the value of the Work Productivity variable when the value of the Mutation variable was set. To test the significant relationship used t-test. The results of this study indicate that the correlation coefficient between mutations and work productivity is included in the strong category as indicated by the Pearson product-moment correlation, which is 0.725. Based on the results of the count test at a significant level of 5% with the two-party DK-2 test, the count value is 3.331 while the t-table value is 2.228, meaning t-count > t-table. Thus, it is known that mutations have a significant effect on Work Productivity. While the contribution value given by mutation to Work Productivity is 52.5%, the remaining 47.5% is influenced by other factors not examined. The results of the hypothesis test are that there is a significant effect between mutations on work productivity, then H_0 is rejected and H_a is accepted.

Keywords: *Prototype, Information System, Repository*

1. INTRODUCTION

Human resources are assets that have the biggest contribution to the progress of the institution. Improper handling by superiors will hinder the achievement of organizational or agency goals. This goal cannot be achieved if national development is carried out thoroughly by utilizing human and non-human resources, as well as implementing development in all

fields, in a planned, directed, gradual and sustainable manner. In any agency, employees occupy a very important role. Starting from finance, infrastructure and technology are also very important, if human resources are not competent then they will not be able to properly handle such matters. In this case, the success of development depends on the human aspect, namely as a leader, implementer, and manager of existing resources in the country, which in this case is the State Civil Apparatus (ASN).

According to Law Number 5 of 2014, which includes the State Civil Apparatus is a profession for civil servants and government employees with a work agreement who works for a government agency with a work agreement appointed by a staffing supervisor and assigned tasks in a government position or assigned other State duties and are paid according to the legislation. The smooth running of government and the implementation of national development depends on the perfection of the state apparatus both at the central and regional levels. To achieve the national goals as stated above, it is necessary to have ASN who are full of willingness and obedience to Pancasila, the 1945 Constitution, the State, and the government and are united, have a good mentality, are authoritative, strong, efficient, clean, high quality and aware of responsibilities as state apparatus, state servants, and public servants.

Unsatisfactory work results are caused by several factors and one of them is the employee's lack of understanding of his field of work or even not liking it at all. Moreover, the quality of ASN performance is prioritized as a service provider to the wider community (R & Yunus, 2019). With unsatisfactory performance results, the authorities must find the best solution. This makes the work environment in the government a lot of job mutations. According to (Nasution, 2000), mutation is an activity to move employees from units/sections that are overpowered to units/sections that are understaffed or in need. This is one of the tips to make employees not bored with their work which causes their work productivity to decrease. There may be several obstacles, such as the employee not mastering the new field so that his work is not optimal. Mutation activities so far have not been fully in accordance with applicable regulations and rules because they still have obstacles (Anam et al., 2017). Even mutations are sometimes not in accordance with the evaluation of various employee performance issues and even mutations are only influenced by certain political interests without any significant impact in improving the quality of performance and public services of ASN employees (Fatmawati & Normansyah, 2021).

The implementation of mutations must be properly carried out within the government because the implementation of mutations has also been regulated by law. Transfers must be carried out based on an objective assessment, considering that a transfer program is also implemented so that the potential of the employee develops, as well as the actual potential of the employee, can be seen. Government agencies can take steps that will help meet the wants and needs of employees according to the capabilities of their employees. With these conditions, employees are expected to have good behavior and work performance in carrying out their work as supporting efforts to achieve goals. These steps include the application of job transfers. In addition to being able to increase work morale, job transfers can also provide opportunities for employees to further improve employee performance. In making decisions regarding the granting of a position transfer policy, there are various considerations, because the wrong decision in carrying out the transfer will cause adverse side effects for employees and the agency itself.

The Office of the Religious Courts is an agency that functions in handling divorce cases. The following is a table of data on the settlement of Religious Court cases for the last 3 years.

**Data on Settlement of Cases in the Office of Pengadilan Agama Wamena
Years 2019-2021**

YEAR	NUMBER OF JUDGES	NUMBER OF EMPLOYEES	REMAINDER YEAR THEN (TS-1)	CASE ENTER	BREAK				REST OF THE MATTER
					APPROVED	ABORTED	REMOVED	REJECTED	
2019	3	9	3	33	31	0	5	0	0
2020	4	9	0	55	49	2	4	0	0
2021	3	10	0	40	32	4	3	1	0

Source: The Office of Pengadilan Agama Wamena, 2022

Based on the data above, it can be seen that the number of cases each year ranges from 33 to 55 cases. From year to year, the number of Judges and Employees decreases with mutations. In addition, it can be seen from the number of existing judges and employees, the handling of cases has changed. The higher the number of remaining unresolved cases indicates that work productivity has decreased.

One of the mutation efforts implemented by the office of Pengadilan Agama Wamena in achieving the agency's goals is to encourage employees to be more accomplished at work. Every member of the organization has the same opportunity to reach a higher position or position. Handling good mutations will also have a good impact on employees and even agencies. Placement or change of position or place of work of an employee should be considered so that the purpose of the employee's job transfer does not have an impact on decreasing work performance. However, based on preliminary observations made by researchers, this office still has several identification problems including the existence of an employee who has been in a position for a long time or in a certain department and has excellent work performance but turns out to be mutated or transferred to a section that is not following the requirements. abilities and skills possessed, thereby reducing the performance and morale of the employees themselves, which ultimately has an impact on agency losses. In addition, judges/staff who have been transferred often go to visit families outside the region (permits/leave) thus hindering the settlement of cases.

Some employees mix personal matters in office hours and environment so that work is not optimal, do not feel comfortable with the location that is currently being moved, and some employees apply for transfers but are not followed up by Badilag/PTA, resulting in decreased work productivity. This is what prompted the author to examine the mutation problem associated with employee work productivity with the thought of how to foster morale among the State Civil Apparatus so that work productivity can increase, especially the State Civil Apparatus at the office of Pengadilan Agama Wamena. This research was conducted to analyze the effect of mutation on work productivity.

2. LITERATURE REVIEW

2.1 Mutation

Mutation is one of the human resource management activities carried out in an effort to place the right people in the right positions in order to improve employee performance (Anam et al.,

2017). Mutations in this study were measured by two indicators, namely promotion and employee desire.

Promotion is an opportunity to develop and advance that can encourage employees to be better or more enthusiastic in doing a job in an organizational or institutional environment. With promotion targets, employees will definitely feel valued, cared for, needed and recognized for their work abilities (Ananda et al., 2019).

Employee Desires, namely mutations made at the employee's wish for certain reasons by obtaining approval from superiors, such as: family reasons, environment, etc.

2.2 Produktiviti

Work productivity is the ability, mental attitude of a person who tries to improve the results achieved with high morale in self-development, quality, and efficiency which is a comparison between the results that have been achieved and the overall resources used per unit of time (Widyasari & Marhamah, 2021).

The research uses 3 indicators for measuring productivity variables, namely: quality of work, morale, and commitment.

Quality of work is the quality produced by employees in accordance with operational standards that have been determined by the organization. Quality in this case is not only physical or goods but also non-physical such as services (Agustina, 2021).

Morale is a very important factor that must be owned by every employee so that they can complete and do all tasks and work well (Rahmat & Efrianti, 2021).

Organizational commitment is a condition in which an employee sided with an organization and its goals and intends to maintain membership in the organization (Samsudin, 2018).

3. RESEARCH METHODS

The method used in this research is quantitative. This type of research is associative research, namely research that aims to determine the relationship between two or more variables (Sugiyono, 2017). The sample in this study was 13 civil servants at the office of Pengadilan Agama Wamena. The sampling technique used is total sampling, that is, all objects are used as respondents, in accordance with (Arikunto, 2006) opinion that if the subject is less than 100, then all of them are taken as samples/respondents.

Methods of data collection is done by using a questionnaire. There are as many as 30 questions that have provided alternative answers to the Likert scale. The data analysis technique uses statistical analysis, such as: validity test, reliability test, correlation test, hypothesis testing, and determination test.

4. RESULTS AND DISCUSSION

From the results of research and data analysis of the Mutation variable with Work Productivity, it is said that the effect of Mutation on the Work Productivity of the State Civil Apparatus at the office of Pengadilan Agama Wamena is strong. This is known from the results of the Pearson product moment correlation analysis with a significant effect between the assessment of mutations and work productivity as indicated by the greater correlation coefficient obtained compared to the r-table price at a significance level of 5% ($0.725 > 0.576$). So it can be concluded that between Mutations on Work Productivity of State Civil Apparatus at the office of Pengadilan Agama Wamena is said to be strong, then H_0 is rejected and H_a is accepted. After calculating the correlation, the analysis can be continued by calculating the equation with simple linear regression. The regression equation is used to predict how much the value of the dependent variable is when the value of the independent variable is

manipulated or changed. To be able to find out the regression equation, it is necessary to first calculate a and b. Based on the results of SPSS processing, the obtained price is $a = 6.632$, $b = 0.697$ and the highest score is $x = 60$, so the regression equation used predicts work productivity based on mutations.

Based on the results of the calculation of the simple linear regression equation obtained is $Y' = 6.632 + 0.697x60$. The regression equation that has been found can be used to predict or forecast how much value in the Work Productivity variable will occur, if the value in the Mutation variable is set. So it is estimated that the value of mutations is increased to an optimal level of 60, so work productivity will increase to 48.452. This means that the correlation level is high. From these data it can be concluded that the better the mutation, the higher the work productivity of the State Civil Apparatus at the office of pengadilan agama Wamena.

From the results of the significance between mutations on work productivity, the tcount value is 3.331, then this value is compared with the t table price for a significant level of 95% or alpha 5% for the two-party test and $dk = 12 - 2 = 10$, then the value is 2.228. Therefore, $t_{count} > t_{table}$ ($3.331 > 2.228$), then H_0 is rejected and H_a is accepted. Thus it can be concluded that the hypothesis proposed in this study "There is a significant effect between mutations on the work productivity of the State Civil Apparatus at the pengadilan agama Wamena. Then from the calculation of the coefficient of determination or the coefficient of determination obtained the value of the contribution given by the mutation with a work productivity of 52.5%. This means that the remaining 47.5% is influenced by other factors outside the scope of the study which were not examined in this study. These other factors are taken from indicators not examined in this study. As stated by Pandji Anoraga in I Komang Ardhana (2012:88) there are 10 factors that employees really want to increase employee productivity, namely: 1) Attractive work 2) Good wages 3) Security and protection at work, 4) Work ethic 5) Good work environment or facilities 6) Promotion and self-development in line with company development 7) Feel involved in organizational activities 8) Understanding and sympathy for personal problems 9) Leadership loyalty to the worker, and 10) Hard work discipline.

CONCLUSION

There is a significant effect between mutations on the work productivity of the State Civil Apparatus at the office of Pengadilan Agama Wamena, so H_0 is rejected and H_a is accepted. Furthermore, there is a strong relationship between transfers and work productivity of the State Civil Apparatus at the office of Pengadilan Agama Wamena. This is shown from the results of the calculation of the correlation coefficient where a value of 0.725 is obtained. 3. The t-count is compared with the t-table, the results show that the correlation is significant because t-count is greater than t-table ($3.331 > 2.228$) at a significance level of 5%. This means that the transfer is related to the work productivity of the State Civil Apparatus at the office of Pengadilan Agama Wamena.

REFERENCES

- Agustina, D. (2021). *Analisis Penerapan Standar Operasional Prosedur (SOP) Dalam Meningkatkan Kualitas Kerja Karyawan Bengkel Auto Dakar Ponorogo*. Institut Agama Islam Negeri Ponorogo.
- Anam, M. N., Windijarto, & Suaedi, F. (2017). Pengembangan Model Mutasi Dalam Upaya Peningkatan Kinerja. *Jurnal Bisnis, Manajemen & Perbankan*, 3(1), 52–65.
- Ananda, G. C., Manajemen, P. S., Sains, F. S., Pembangunan, U., Budi, P., & Berganda, M. R. (2019). Pengaruh Penilaian Prestasi Kerja Terhadap Promosi Pegawai Pada Perguruan Panca Budi Medan. *Jurnal Abdi Ilmu*, 2(1), 102–113.
- Arikunto, S. (2006). *Prosedur Penelitian Suatu Pendekatan Praktik*. Rineka Cipta.
- Fatmawati, & Normansyah. (2021). Pengaruh Iklim Organisasi, Rotasi Kerja, dan Mutasi Kerja Terhadap Produktivitas Kerja Pada Badan Kepegawaian Daerah Kota Tanjungbalai. *Jurnal Sains Ekonomi*,

2(1), 57–66.

Nasution, M. (2000). *Manajemen Personalia*. Djambatan.

R, A. C., & Yunus, M. (2019). Formasi Kebutuhan Pegawai Dalam Penerimaan Calon Pegawai Negeri Sipil (CPNS) Badan Kepegawaian Daerah Kota Makassar. *Jurnal Al-Din: Jurnal Dahwah Dan Sosial Keagamaan*, 5(2), 1–13.

Rahmat, Y., & Efrianti, M. (2021). Pengaruh Pengawas Terhadap Semangat Kerja Karyawan Tetap Pada PT. Air Jernih Desa Aliantan Kabupaten Rokan Hulu. *Jurnal Apresiasi Ekonomi*, 9(3), 393–401.

Samsudin, H. (2018). Kinerja Karyawan. In *Pustaka*.

Sugiyono. (2017). *Metode Penelitian Kuantitatif, Kualitatif, dan R & D*. Alfabeta.

Widyasari, T., & Marhamah. (2021). Pengaruh Gaya Kepemimpinan dan Lingkungan Kerja Terhadap Produktivitas Kerja Pada PT. Karadenta Estetika Indonesia Tahun 2021. *Jurnal Pendidikan Dan Pengajaran*, 6(2), 24–32.