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Influence Application Time Management on Employee Performance at the Department of Trade and Industry Regency Gowa

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Abstract

Type of presearch is quantitative research with the aim of finding out the effect of implementing time management on employee performance at the Gowa Regency Trade and Industry Service. The sample in this study amounted to 40 people. The type of data used in this research is quantitative data obtained from distributed questionnaires and is related to the problem being studied. Data collection was carried out by observation and distribution of questionnaires. The data sources used in data collection are primary data and secondary data. Data analysis uses Simple Linear Regression and is processed using the Statistical Package For The Social Science (SPSS) version 23 application . The results of the research show the effect of implementing time management on employee performance at the Gowa Regency Trade and Industry Service which has been discussed in the previous chapter, so the author draws conclusions The important thing is that the application of time management has a positive and significant effect on employee performance. The contribution of the independent variable to the dependent variable is R 2 , while the rest is influenced by factors or independent variables with a significance value of 0.05 and the t-calculated value is greater than the t-table (3,604 > 1,685) which is able to contribute to employee performance variables.

1. Introduction

Human resources are a very important support for all organizations. Human Resources drive all activities carried out by an organization, and achieving an organizational goal becomes the vision of all existing resources in the organization. In modern life like today, everyone is required to be more professional at work and in their personal lives. This demand is felt when service efforts in various fields become very vital. For this reason, in living life, especially in completing work, a person needs to carry out self-management. Time management is a form of self-management in an effort to enable someone to work more professionally. Time management is very important in everyday life; the application of time management in everyday life will greatly help people in doing all their work (Halim et al., 2019).

Time management is very important in everyday life; the application of time management in everyday life will greatly help people in doing all their work. Everyone has 24 hours a day, seven days a week, and 52 weeks per year. The time each person has is relatively short when compared to the amount of work and activities that must be done. The employees of an organization are the most important influencing factor on an organization's effectiveness because it's the employees who, in the long term, will facilitate or hinder the achievement of the goals of an organization. An employee has duties and responsibilities that must be carried out within a predetermined time limit. Therefore, the employee's performance must be managed to ensure it is always maintained in an optimal position (Pane Randi, 2022). One of the factors that influences performance is time. Elfiky (2019) defines time management as arranging various activities that must be done at a predetermined time within a limited time, per 24 hours, with very little effort and time, then there is time left for us to schedule the next goals for the future, rest, and gather. Employees who are able to manage their time properly can be said to be able to manage themselves well.

Time management greatly influences the success or failure of an employee in carrying out

his duties. For employees who cannot manage their time well, there is a tendency that the individual is unable to direct and regulate his own impulses. Employees who delay doing their tasks generally have poor time management. Employees tend to be interested in doing things that are more enjoyable and bring satisfaction to themselves. Time management is one of the important skills that must be possessed in the world of work. Proper worker time, filling presence appropriately, is something that is expected from employees and that can only be achieved if time is managed intelligently and efficiently. The influence of proper time management makes a person motivated in carrying out their work. Good time management is a driving force and encouragement for individuals to work, so in the work, individuals will be more enthusiastic, and along with this, it is hoped that performance will improve (Pane Randi, 2022). Time management has an important role in a person's personal and professional life. Time management has benefits, namely: it makes a person punctual and disciplined, makes a person more neat or organized, improves a person's morale and makes them more confident, and can reduce stress and anxiety levels.

Performance is seen as a qualitative and quantitative result. The success or failure of the performance achieved by the organization is influenced by the level of employee performance individually and in groups, where performance is measured using instruments developed in the study which depend on general performance measures, then translated into evaluation behavior basically. Employee performance is a result achieved by the employee in his work according to certain criteria that apply to a company (Halim et al., 2019). In general, performance is the result of work or work performance carried out by a person or group of people in carrying out their functions in accordance with the responsibilities given to them which is based on experience, ability, and time. Wibowo (2012) defines performance as about doing work and the results achieved from that work. Performance is about what is done and how to do it. According to Hussein (2017:10), performance is work behavior, namely what employees do. According to Whitmore (in Hamzah and Nina, 2012), performance is the implementation of the functions required of a person. Performance is an act, an achievement, or what someone shows through real skills. According to Kaswan (2017: 278), employee performance reflects employee behavior in the workplace as the application of skills, abilities, and knowledge, which provides contribution or value to organizational goals.

The District Trade and Industry Service of Gowa often found employees, especially in the district, arriving late for work hours. Employees at the Trade and Industry Service of Gowa usually work overtime because they work on reports early in the hope that by the end of the year they will no longer feel like they are being chased by a deadline. However, it cannot be denied that many honorary employees or civil servants play truant or go home before the departure time set by the company. In this case, the incidents above occur due to a lack of or no time management by employees. Currently, the performance of employees at the District Trade and Industry Office of Gowa still cannot be said to work optimally. This can be seen by the discovery of employees who are not properly completing their work at the office because there are still many employees who leave the office during working hours just for personal reasons, being late for the office, and leaving before time. This is what hampers work because time is not managed well. One of the abilities that human resources must have so that an organization can run well is the ability to manage time. Based on the background above, the author is interested in studying more deeply the influence of implementing time management on employee performance at the District Trade and Industry Office of Gowa.

2 Research Methodology

This research uses quantitative methods based on the philosophy of positivism, aimed at investigating a specific population or sample. Data collection is conducted using research instruments, and quantitative data analysis is

performed to test predetermined hypotheses (Sugiyono, 2017). The research is explanatory, aiming to explain the position and influence of variables, mainly to test proposed hypotheses and explain the relationships between independent and dependent variables (Sugiyono, 2017).

The research was conducted at the District Trade and Industry Service Office of Gowa, located at Jl. Grand Mosque No.34, District Sombaopu, Sungguminasa, Gowa Regency, from December to February 2023. Data types include quantitative data, which is data in numerical form used for statistical analysis (Sugiyono, 2015). The research utilizes both primary and secondary data sources. Primary data is obtained through questionnaires and interviews with staff and employees, while secondary data is sourced from documents.

The population for this research includes all 40 employees of the District Trade and Industry Service Gowa. Using a saturated sample technique, all members of the population are included as samples (Sugiyono, 2018). Data collection methods involve questionnaires, observations, and documentation. Questionnaires consist of questions aimed at obtaining objective data from respondents. Observations involve directly observing and recording phenomena related to the research focus. Documentation includes collecting relevant documents, artifacts, images, or photos. The operational definition of variables includes time management (X), which is the process of organizing tasks and using time efficiently, and employee performance (Y), which is the result achieved by employees based on certain criteria. The variables are measured using a Likert scale, providing data for analysis.

Data analysis is conducted using SPSS software, employing descriptive analysis to interpret data, and presenting it in tables and descriptive statistics. Instrument tests for validity and reliability ensure the accuracy and consistency of the measuring instruments. The research uses simple linear regression to predict the value of the dependent variable influenced by one independent variable, with the equation Y = Employee performance = a + bX (where a is the constant, b is the regression coefficient, and X is time management). Hypothesis testing includes the t-test for partial significance and the coefficient of determination (R^2) to measure the strength of the relationship between variables.

3. Discussion Of Research

The purpose of this research is to determine the influence of time management on employee performance at the Department of Trade and Industry in Gowa Regency. The research focuses on the employees within this department, encompassing 40 respondents. The gender distribution among the respondents reveals that the majority are men, with 28 men (70%) and 12 women (30%). Age-wise, 18 respondents (45%) are aged between 31 to 40 years, 14 respondents (35%) are aged between 41 to 50 years, and 17 respondents (17%) are aged between 51 to 60 years. When considering the length of work, 32 employees (80%) have been working for 11 to 20 years, 4 employees (10%) for 21 to 30 years, and 4 employees (10%) for 31 to 35 years. Educational background shows that 7 employees (17.5%) have a high school education, 27 employees (67.5%) hold a bachelor's degree, and 6 employees (15%) have a master's degree. Furthermore, 34 employees (85%) are State Civil Apparatus (ASN) and 6 employees (15%) are honorary staff.

Time management variables were measured through five questions, resulting in an average score of 3.62. The highest average was observed in the second question, indicating a relatively good perception of time management among the employees. Employee performance was assessed using seven questions, with an average score of 3.70. The highest average score was found in the seventh question, suggesting a high level of perceived employee performance. The validity and reliability of the questionnaire were tested. All questions for both time management and employee performance variables were valid, as

their r-values exceeded the r-table value of 0.2353. The reliability test showed Cronbach's Alpha values of 0.626 for time management and 0.660 for employee performance, indicating both instruments are reliable.

The classical assumption tests included linearity, autocorrelation, homoscedasticity, and normality tests. The linearity test showed that the data points were evenly spread around the Y-axis, fulfilling the linearity assumption. The Durbin-Watson value was 1.623, indicating no autocorrelation symptoms. The homoscedasticity test showed no symptoms of heteroscedasticity, with a significance value of 0.001. The normality test confirmed that the data distribution follows the normal line.

A simple linear regression analysis was conducted, with the regression equation: Y = 12.460 + 0.741X. This indicates that a 1% increase in time management perception results in a 0.741 increase in employee performance. The partial t-test showed a t-value of 3.604 with a significance of 0.001, confirming that time management significantly affects employee performance. The coefficient of determination (R^2) was 0.255, suggesting that 25.5% of the variation in employee performance is explained by time management, while the remaining 74.5% is influenced by other factors.

In conclusion, the research demonstrates that time management positively and significantly impacts employee performance at the Department of Trade and Industry in Gowa Regency. This finding aligns with previous studies by Calvin EJ Mamahit (2019) and Beatrix Antoneta Manggo (2021), which also highlighted the positive influence of time management on performance.

4. Closing

4.1 Conclusion

Based on data analysis and discussion of the research results, it can be concluded that the implementation of performance management has a positive and significant effect on employee performance. The results of the regression analysis indicate that the variable indicators for time management show a positive mark, which means there is a positive relationship with employee performance at the District Trade and Industry Service in Gowa. The magnitude of the contribution of the independent variable to the dependent variable is represented by R^2, with the remainder influenced by other factors or independent variables. The significance values and t-calculated values greater than the t-table value (3.604 > 1.685) demonstrate the substantial contribution of time management to employee performance.

4.2 Recommendations

Based on the research conducted and the conclusions drawn, the following suggestions are provided. For institutions, it is hoped that the Department of Trade and Industry in Gowa Regency can improve time management by minimizing work disturbances and balancing personal life. Creating a culture of balance in personal life will help employees generate fresh ideas for future work. For future researchers, it is recommended to consider additional variables beyond those included in this research or to use different research models or analysis methods to explore the topic further.

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