

The Influence of Solidarity on Employee Performance at the Department of Trade and Industry of Gowa Regency

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Article Info	Abstract
Solidarity and Employee Performance	This research endeavor aims to delve into the impact of solidarity on employee performance within the Department of Trade and Industry in Gowa Regency. The chosen research methodology for this study is quantitative research. Data collection was meticulously carried out through the administration of well-structured questionnaires. The study's sample encompasses the entirety of the workforce within the Department of Trade and Industry in Gowa Regency. The sampling technique employed is known as saturation sampling, ensuring that every eligible participant is included in the study. Data were gathered through a combination of direct observation and the systematic distribution of questionnaires employing a Likert scale. The findings derived from this study convincingly demonstrate that solidarity exerts a positive and statistically significant influence on employee performance at the Department of Trade and Industry in Gowa Regency. These findings are substantiated by the results of the simple regression analysis, which yielded a coefficient of 0.412, and the t-test results, with a p-value of 0.040. In light of these substantial findings, it can be confidently concluded that solidarity indeed plays a pivotal role in shaping employee performance within the Department of Trade and Industry in Gowa Regency, underscoring its importance as a contributing factor in organizational effectiveness and efficiency..

1. INTRODUCTION

Humans are social beings who cannot live in isolation and greatly rely on the assistance of others to navigate their lives. They mutually depend on each other to meet their basic needs. Smooth and effective social interactions are essential for maintaining good relationships among individuals. Social interaction is a crucial factor in social life. When two people meet, social interaction begins, where they greet each other, shake hands, or even engage in conflicts. Social interaction among groups of people occurs as a unified whole and typically does not involve the personal attributes of its members. Social interaction involves mutual relationships between individuals, social groups, and society.

Humans interact with each other to create a communal life within a social group. Such communal living can only occur when individuals, whether individually or in groups, work together, communicate, and take various actions to achieve common goals. Social interaction represents dynamic social relationships, including relationships between individuals and groups of people. In addition, another important social value that humans

should embrace is solidarity. Within an organization, solidarity is crucial for fostering effective cooperation among its members to maintain the organization in society. Without a sense of togetherness or mutual support among members, it becomes challenging to sustain the organization in the community.

Solidarity is a way of adapting to past, present, and future circumstances, expressed through common customs, language, attitudes, actions, feelings, and other similarities. Solidarity emerges as a form of concern for what others have experienced or are currently experiencing, resulting in feelings of empathy and sympathy within an individual. The essence of solidarity lies in our sense of responsibility toward those whose lives have touched ours and our willingness to collectively share their fate. Solidarity is the face of social love; it reflects caring for others as human beings, not just respecting their formal rights and obligations or admiring their talents and achievements.

The meaning of solidarity itself is closely related to feelings of sympathy and empathy,

grounded in genuine concern for others. Solidarity is also closely tied to an individual's sense of self-worth and group identity. Therefore, a strong and steadfast sense of unity, nurtured through solidarity, is essential for maintaining relationships with others and groups. In addition to solidarity, employee performance is crucial for sustaining an organization. Performance refers to an individual's overall success during a specific period, compared to various possibilities such as performance standards, targets, or predetermined criteria agreed upon in advance.

Performance can be viewed from two aspects: individual employee performance and organizational performance. Individual employee performance represents an individual's work output within an organization, while organizational performance reflects the overall results achieved by an organization. Employee performance and organizational performance are closely interrelated. Achieving an organization's goals is closely tied to the resources possessed by the organization, with active employees playing a pivotal role in achieving those objectives. Achieving optimal performance is also contingent on organizational culture, employee self-efficacy, and the behavioral role of bureaucratic leaders, which, when synergized, lead to employee job satisfaction.

Performance of government employees has been a concern for society from before the reform era to the present. This concern arises from the often unsatisfactory quality of public services. Public service quality has consistently been a cause for concern in the country. Even today, public satisfaction with various public services remains very low, sometimes even in negative territory. The Department of Trade and Industry in Gowa Regency is a governing body responsible for trade and industrial matters within the region. It is entrusted with executing its responsibilities and duties to the best of its abilities. Initial observations at the Department of Trade and Industry in Gowa Regency reveal a lack of solidarity, such as teamwork.

Most employees tend to focus solely on their individual tasks and responsibilities, with little inclination for mutual assistance. Consequently, task completion takes longer when individuals work in isolation rather than as a cohesive team. Therefore, it is essential to instill a sense of solidarity within the organization to achieve optimal work results. Based on the background mentioned above, the author is motivated to conduct a study titled "The Influence of Solidarity on Employee Performance at the Department of Trade and Industry in Gowa Regency."

2. LITERATURE REVIEW

2.1 Understanding Solidarity

The theory of solidarity was introduced by the sociologist Emile Durkheim. According to him, solidarity is a mutual trust among members of a group or community. From Durkheim's understanding of solidarity, it can be comprehended that within solidarity, there exist bonds of mutual trust, shared goals, and a sense of equal responsibility among group members due to emotional and moral sentiments. Solidarity is a form of feelings, expressions, support, and responsibilities shared by a group of people formed on the basis of common interests. It is also the relationship among individuals within a group based on mutual trust, solidarity, and a sense of shared responsibility stemming from shared moral values and beliefs. According to Rizki (as cited in Okafor, 2021), social solidarity refers to the unification of interests, goals, and actions among individuals within a society based on the principle of mutual interdependence to achieve common objectives.

2.2 Performance Definition

Wibowo (2016) stated that performance comes from the definition of performance. There are also those who define performance as the result of work or work achievement. However, performance actually has a broader meaning, not just the results of work, but including how the work process takes place.

Armstrong and Baron in Fahmi (2014) stated that performance is the result of work that has a strong relationship with the organization's strategic goals, customer satisfaction, and contributes to the economy. Indra Bastian further stated that performance is a description of the level of achievement of implementing an activity/policy program in realizing the goals, objectives, mission and vision of an organization as stated in an organization's strategic scheme (strategic planning).

Meanwhile, Levinson in Marwansyah (2016), defines performance or performance as a person's achievement or achievements regarding the tasks assigned to him. Suwatno (2013) further explained that performance is performance or work. Performance can also be interpreted as work performance or work implementation or results for work. Meanwhile, Erni and Doni (2018), stated that performance is the level of employee success in completing their work. Then Mathis and Jackson (in Erni and Doni 2018), stated that performance is what employees do or do not do in carrying out their work.

Performance can be seen from what an employee does in his work. In other words, individual performance is how an employee carries out his or her work. Increased employee performance will also influence/improve the performance of the organization where the employee concerned works, so that predetermined organizational goals can be achieved (Sedarmayanti, 2018).

Based on several opinions above, it can be concluded that performance is the result achieved for work that has been carried out in accordance with its responsibilities during a certain period.

3. RESEARCH METHODS

This research adopts a quantitative approach with correlational methods. Quantitative research methods are a systematic, planned and structured research approach from inception to research design. This method is

based on the philosophy of positivism, focuses on collecting data from a certain population or sample using sampling techniques which are generally random, as well as analyzing the data quantitatively or statistically to test hypotheses. The location of this research was carried out at the Gowa Regency Trade and Industry Service, with a research duration of around 2 months, starting from April to June 2022. The data in this research was obtained through two main methods: Primary data: Involves direct observation of employees of the Gowa Regency Trade and Industry Service. Distributing questionnaires to respondents to obtain information related to research. Secondary Data: Literature studies are used to collect data from books, journals and other sources. Documentation is carried out by taking pictures and collecting data from documents, letters, reports and other sources of information.

The population of this study includes all employees at the Gowa Regency Trade and Industry Service, totaling 36 people. Because the population does not exceed 100 people, the entire population was sampled in this study, so a saturated sampling technique was used. In collecting data, an instrument was used in the form of a questionnaire with a Likert scale consisting of five choices, ranging from "Strongly Disagree" to "Strongly Agree." Data analysis is carried out through a series of steps, including: Validity and Reliability Test: Validity was tested using Pearson product moment correlation to test the construct validity of the instrument.

Reliability was measured using the Cronbach's Alpha method to assess the consistency of the measuring instrument. Simple Regression Analysis: This method is used to model the relationship between the dependent variable (employee performance) and the independent variable (solidarity). Hypothesis testing: The t test is used to test the influence of individual independent variables on the dependent variable. The coefficient of determination (R^2) is used to evaluate the extent to which the independent variable influences the dependent variable. Thus, this

research will provide information regarding the influence of solidarity on employee performance at the Gowa Regency Trade and Industry Service, presented in a comprehensive research report.

4. RESULTS AND DISCUSSION

4.1 Discussion Of Research

This research was carried out with the aim of finding out the effect of solidarity on the performance of employees at the Gowa Regency Trade and Industry Service. In this research, the number of samples taken was 36 respondents, namely all employees in the Gowa Regency Trade and Industry Service. This research uses a questionnaire method as material to collect data from a number of people or respondents through a set of questions to be answered, where the answers are used as data. Then the Likert scale is a tool used in questionnaires to measure the attitudes and opinions of respondents.

Apart from the questionnaire method, researchers also made observations and created several documentation to strengthen the statements made by respondents. then the results of the data are processed and the truth is sought using several stages such as validation tests and reliability tests to find out whether the data obtained is valid or not and to find out whether the measuring instruments used are reliable or remain consistent. This research also uses simple regression data analysis techniques to model the relationship between one dependent variable and one independent variable. Meanwhile, the hypothesis test is to determine whether there is an influence of solidarity on performance or not. In testing this hypothesis, researchers used the t test and determination test as a way to find out how far and how much influence there is between the solidarity variable on employee performance variables.

In testing the validity and reliability of the data obtained, it was declared valid and reliable in accordance with existing regulations. then the results of the simple regression found that the constant for the employee performance

variable was 25.531 and the regression coefficient x was 0.412, every time solidarity was increased it would increase the employee performance value by 0.412. Meanwhile, for the results of hypothesis testing, the researcher found that the t test results obtained $t_{count} > t_{table}$ ($2,139 > 2.03011$) so it was declared influential. Meanwhile, the significant value of solidarity was $0.040 < 0.05$, so it was declared significant. And finally, the determination test obtained a correlation coefficient value of 0.344, which then obtained a determination value of 11.9%.

From the results of the analysis, this research shows that solidarity has a positive and significant influence on employee performance. This illustrates that the higher the solidarity that employees have, the higher the performance of employees at the Gowa Regency Trade and Industry Service will be. So leaders are expected to be able to instill a spirit of solidarity in each of their employees. Because as a good leader you definitely want to see that your employees can work together (teamwork) and help each other to achieve maximum performance results. The results of this research are supported by research by Susanti, Widyani, and Utami (2021), entitled The Effect of Employee Work Involvement, Work Loyalty and Teamwork on CV Employee Performance. Sanitary Bali Pinangasia, where research results show that teamwork has a positive and significant effect on employee performance.

5. CLOSING

Based on the problem formulation, hypothesis and research results, it can be concluded that solidarity has a positive and significant influence on employee performance at the Gowa Regency Trade and Industry Service. This conclusion is based on the data that has been collected and tests that have been carried out using simple regression methods and hypothesis testing.

From the results of the simple regression test, it was found that the constant was 25,531, which indicated that the consistent value of the employee performance variable was 25,531.

Meanwhile, the x coefficient is 0.412, which means the employee's performance value increases by 0.412. This regression coefficient has a positive value, which indicates that there is a positive influence between solidarity and employee performance. The results of the hypothesis test show that t_{count} is 2.139, which is greater than the t_{table} value of 2.03011, so it can be concluded that solidarity has an effect on employee performance. Apart from that, the significance value of solidarity is 0.040, which is smaller than 0.05, indicating that solidarity has a significant effect on the performance of employees at the Gowa Regency Trade and Industry Service. The results of the determination test show that the influence of solidarity on performance is 11.9%, while 88.1% is influenced by other factors such as leadership, work environment, and others.

Based on these findings, several suggestions can be made:

1. For organizations, it is hoped that they will pay more attention to solidarity between employees and improve communication both between their own departments and with other departments.
2. Employees are expected to maintain cooperation and help each other more often, so that the resulting performance can increase.
3. For future researchers, it is recommended to conduct research covering other material related to solidarity and employee performance, so that understanding of the factors that influence performance can be deepened.

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