



Performance of the Jurisdiction and Legislation Section in Facilitating the Murung Raya Regency Parliament Meeting

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Abstract

The purpose of this study is to find out how the performance of the court and legislation section in facilitating the DPRD meeting of the Murung Raya district and to find out what factors affect the performance of the legislative and judicial section in facilitating the meeting of the Murung Raya district DPRD. This study uses a qualitative approach with a descriptive type of research. Data collection techniques used through interviews, observation and documentation. Research informants were members of the DPRD of Murung Raya Regency, the secretary of DPRD and staff of the DPRD of Murung Raya Regency. Data analysis used qualitative data analysis techniques, namely data collection, data reduction, data presentation and conclusions. The results showed that the performance of the court and legislation section in facilitating the DPRD meeting of the Murung Raya district had not shown a good performance of the apparatus, because it was still found that the quality of the performance of the apparatus was low, both from the results of work that was not neat, work that was not on time and knowledge of the apparatus that was lacking. is still low, plus the quantity of work in the court and legislation section is quite a lot, factors that affect performance such as the responsibility of the apparatus for work, the number of apparatus is small so that the ability of the apparatus is limited in carrying out so many tasks, the lack of maximum motivation from the leadership to subordinate.

Keywords: *Apparatus Performance; Facilitating*

Introduction

The success of an organization is determined by the extent to which the planned organizational goals can be achieved both by government organizations and private organizations. To achieve this goal, the involvement of various elements in the organization is very important, including the element of human resources. Organizations are required to be able to manage human resources. Human resources are a determinant of success in an organization. Organizations need human resources who are able to work better and faster so that high-performance human resources are needed.

Performance is a description of the level of achievement of the implementation of an activity in an organization. Employee performance affects how much they contribute to the organization. Employee performance is one of the factors that affect the progress of the organization. Employee performance can be measured from performance indicators which are benchmarks in achieving one's work. With the measurement of employee performance, the organization can find out the extent of the level of employee performance so that the organization can provide feedback on the results of performance measurement, encourage performance improvement, and make decisions so that the organization has quality resources and is highly competitive. Based on Government Regulation Number 12 of 2018 concerning guidelines for the preparation of rules for the provincial, district, and city regional people's representatives. In Article 31 paragraph (4), in carrying out the duties of the DPRD, the DPRD Secretariat is assisted by the DPRD Secretariat. Every DPRD meeting is made an official report and minutes/minutes of the meeting. In the event that the DPRD meeting is declared closed, the minutes of the meeting must be submitted by the chairman of the meeting to the DPRD leadership. Every activity of the Regional House of Representatives Meeting of Murung Raya Leding Regency, the sector is the Court, Law and Legislation Section consisting of 5 (five) Civil Servants and assisted by 6 Contract Honors.

In the Session, Law and Legislation Section of the Murung Raya Regency DPRD, it is the task of preparing facilities and infrastructure for holding DPRD meetings/trials and facilitating the formation of Regional Regulations, however, on several occasions during the implementation of meetings and sessions, complaints are still found from DPRD members who complain about the performance of the apparatus such as the unpreparedness of the trial material, the absence of minutes of the meeting or meeting, there is no submission of the results of the meeting which can be seen from the archives of the minutes of the meeting and the trial in 2021 at all, the implementation of these tasks should be supported staff who have the skills and are ready to carry out these activities.

From the results of initial observations that researchers found on human resources (HR) in the court and legislation section that the expertise of the apparatus is still low. Based on the information in supporting the capacity of human resources in the trial section, it should be necessary to update such as training and technical guidance, but the researchers received preliminary information and preliminary interviews that the court and legislation section as well as the secretariat of the Murung Raya Regency DPRD had never carried out activities to support the human resources capacity of the apparatus because there is an inadequate budget for the implementation of technical guidance or training, while on the other hand that the number of apparatus work is quite dense, it is very necessary to have more human resources capabilities. Based on these problems, the researchers conducted research on the performance of the court and legislation section in facilitating the Murung Raya district parliament meeting.

Research Method

The approach that will be used in this research is qualitative. According to Moleong (2011) qualitative research intends to understand phenomena about what is experienced by research subjects, for example, behavior, perceptions, motivations, actions, etc. holistically, and in a descriptive way in the form of words and language in a special context that is natural and natural. using various scientific methods. The research approach used by the researcher in this study is a qualitative approach with an exploratory descriptive type of research.

Data collection techniques used to obtain data on the performance of the court and legislation section in facilitating the Murung Raya district DPRD meeting:

1. Interview

Interviews A data collection method that is often used in survey research methods is interviews with respondents to obtain information about issues of interest to researchers. Interviews are a common event in social life because there are many different forms of interviewing. The interview method is mostly used for exploratory, descriptive, and explanative research. The interview method is a method used to collect oral information data from someone called the respondent through a systematic and organized conversation (Silalahi, 2009).

2. Observation

Observation serves to collect data by making observations/observations and data collection that is concerned with the object that will be the topic of study in this research. Observations are made by observing and recording all events. This method aims to find out the truth or facts in the field (Moleong 2010: 125-126).

3. Documentation

Documentation is a data collection technique that is not directly addressed to the research subject. The documentation referred to in this study is in the form of pictures or photos directly taken by researchers directly at the Murung Raya Regency DPRD office.

The data analysis technique used in this study uses the Miles and Huberman model (in Burhan Bungin 2012: 70) as follows: 1) Data collection can be done in various ways through interviews, observations, observations, and documentation; 2) Data reduction is a procedure for determining, centralizing attention to simplification, transforming existing raw/material data from notes in the field during research; 3) Presentation of data (data display) which is an activity of a collection of intense facts in the form of narrative texts, graphs of relationships, structures and frameworks that intend to sharpen research knowledge about the selected report and then form it in an explanatory table/explanation. And 4) Conclusion or verification (conclusion drawing/verification). It seeks the meaning of explanatory patterns, possible configurations, causal pathways and propositions.

Finding and Discussion

To facilitate understanding, the author will describe the results and discussion of research on the performance of the court and legislation section in facilitating the Murung Raya district parliament meeting using the performance indicators proposed by Mangkunegara (2011: 75) about 4 performance indicators which include:

a. Work Quality

Quality tends to be important in carrying out the performance of government organizations. Many negative views are formed about the organization because of dissatisfaction with the quality of performance. Based on the informant's interview statement above, it shows that the performance of the court and legislative section employees in carrying out their duties still does not show a good quality of performance, because the work of the apparatus is still being found that is less thorough and neat because each work result is not always corrected by their superiors because the work is more expensive. Most of the work is done by contract employees. Thus, based on the data obtained, the inaccuracy of the court apparatus and legislation is one of the factors that affect the performance of the apparatus, it is hoped that the quality of the performance of the court apparatus and legislation in the future can be improved.

b. Working Quantity

The quantity of this work is related to the number/volume of tasks (jobs) completed at the specified time. The quantity of work can be obtained from the results of work measurement or participatory goal setting. Determination of the quantity of work can be done through discussions covering job objectives, roles, in relation to other jobs, organizational requirements, and employee needs. This quantity aims to determine how many personnel and how many responsibilities or workloads delegated to an apparatus. Based on the results of the interviews above, it can be concluded that the quantity of performance of the court apparatus and the legislative secretariat of the Murung Raya Regency DPRD can be said to be quite solid judging from the DPRD agenda, but all work that is the responsibility of ASN is always delegated to honorary employees and the results the work of honorary staff is not corrected by the respective head of the assigned sub-division.

c. Task Implementation

Implementation of tasks is how far the performance of employees in doing their jobs accurately or without errors. The task is an obligation to be carried out, where the success of carrying out the duties of an employee is the extent to which he has succeeded in achieving the goals that have been set in order to carry out his obligations. Today, the results of the research found that in carrying out the task, there was still a negligent performance of the apparatus in carrying out their duties, but they wanted and needed motivation from the leader to be more motivated in carrying out their duties.

d. Responsibility

Responsibility is one measure of an organization's performance indicators. Which authority is the nature of a communication or order in a formal organization that is owned (accepted) by a member of the organization to other members of the organization to carry out a work activity. Responsibility is an inseparable part or as a result of ownership of authority, with the existence of responsibility that is used or in line with both the recipient and the giver of authority, it can encourage excellent performance improvement. From the results of the research that the researchers did, it was known that in carrying out the duties and work of the court apparatus and legislation, the secretariat of the Murung Raya Regency DPRD did work with responsibility, although it was still found that the results of employee performance were not completed on time. Where responsibility should be the thing that must be done to complete work professionally, must understand clearly about the function of the task that is the responsibility and the results to be achieved and how to measure the quality of its performance, but some jobs are assisted by honorary employees.

What Factors Affect the Performance of the Judicial and Legislative Sections in Facilitating the Murung Raya District Parliament Meeting

a. Knowledge, Which Refers to the Knowledge Possessed by Employees

Factors that affect performance As stated by Prawirosentono (2014: 87), it can be assessed or measured by one of them knowledge because knowledge of the job (knowledge of job), and the breadth of knowledge about work and skills. Based on the results of the previous author's research in the field, it can be seen that there are as many as 40% of employees in the secretariat of the Murung Raya Regency DPRD only high school graduates or equivalent where some of these employees still lack knowledge about their respective duties.

b. Skill

Expertise is the ability to do something in a role. In this study, researchers analyzed the factors that influence the performance of various factors, namely expertise. From the results of the above research obtained through interviews, it can be seen that the expertise of the apparatus is still low as in the delivery of meeting materials, it can be seen that every DPRD meeting agenda needs good readiness for unexpected conditions. to unexpected conditions from the court apparatus and legislation in facilitating the meeting agenda.

c. Motivation

Motivation according to Umam (2012: 159) is an encouragement that an individual has that can influence to take actions or something that is the basis or reason for a person to behave or do something. From the results, the researchers found that the motivation from the leadership to the apparatus had been given, but some officials said that there was still a lack of motivation from the leadership.

d. Role (Role Perception)

Role refers to the employee's commitment to the role inherent in him as part of the organization. According to Hersey, Blanchard and Johnson (1996:386) employee performance goals are different states that are actively sought by an individual or organization to achieve. Based on the author's observations, that in the secretariat of the DPRD Murung Raya Regency, some employees are still not able to work optimally, this is because their commitment is still low. There are still employees who are unable to provide all forms of activity in order to achieve the goals they want to achieve.

Discussion

The discussion of the results of this study is related to field research so far. The results of this study support the opinion of Mangkunegara (2011: 75) regarding four performance indicators in measuring employee performance, namely quality, quantity, task execution, responsibility.

The Session, Law and Legislation Section of the Murung Raya Regency DPRD has the task of preparing facilities and infrastructure for holding DPRD meetings/trials and facilitating the establishment of Regional Regulations. So in the discussion of this research regarding performance based on quality, it is known from the data obtained that the quality of the performance of the apparatus in the court and legislative sections of the Murung Raya DPRD secretariat is still said to have not shown the maximum quality of performance because of the small number of ASN employees in the court and legislation section although the apparatus have been directed to work in accordance with their respective tupoksi but have shortcomings, one of which is the low human resources of the apparatus in the court and legislation section and the employees are not balanced because there are very few ASN and more contract employees whose educational background is high school graduate contract employees.

Based on the results of interviews that the number of jobs in the court and legislation section is quite a lot and full of busy schedules so that some workloads are delegated and assisted by honorary employees. And apart from that, the number of apparatus in the court and legislation section is still low, even though ASN has actually been directed to work according to their respective main tasks and functions, but sometimes they can't handle it so they are assisted by contract employees so that the number of apparatus is small. become a factor that affects the performance of the apparatus. Based on the results of the research, the implementation of the duties of the court apparatus and the legislation in the Murung Raya district still has not carried out well because in the implementation it should be carried out

optimally but not too optimally, because every DPRD activity agenda, the apparatus always throws their work on other employees so that they can said to have not fully carried out the task.

Responsibility according to (Handoko, 2003:176) is an obligation to do something that arises when a subordinate accepts the authority of a superior to delegate certain tasks and functions. Based on the results found in the field, it is still found that the responsibility of the apparatus is low on the performance of the court and legislation section, because there are still apparatus who delegate their obligations to other employees to carry out their duties and obligations, so that the lack of responsibility of the apparatus is a factor that affects performance.

Here the researcher analyzes that the responsibility of the apparatus for performance is an obligation that must be owned by each apparatus so that the performance achievement target is achieved, judging by the results of the research the researcher draws the conclusion that the performance of the court apparatus and legislation based on performance indicators according to Mangkunegara shows that the apparatus has not perform well.

Conclusion

Based on research that has been carried out in the field regarding the performance of the court and legislation section in facilitating the DPRD meeting of the Murung Raya district based on quality, quantity, implementation of tasks, and responsibilities, it can still not be said to be performing because of the low quality of the good apparatus from the work that is not neat. , work that is not timely and the knowledge of the apparatus is still low, coupled with the quantity of work in the court and legislation section which is quite a lot, besides that the implementation of tasks that should be the task of the apparatus is always delegated to honorary employees who do the work, so that can also be linked to the responsibility that the responsibility of the apparatus for their job duties is still low.

The factors that hinder the performance of the judicial and legislative section of the DPRD Secretariat of Murung Raya Regency are: the responsibility of the apparatus for work is still low, the number of apparatus is small so that the ability of the apparatus is limited in carrying out so many tasks, the role of the apparatus is still low on work. what the apparatus should do, such as the frequent absence of apparatus in the room during DPRD meetings, the lack of maximum motivation from the leadership for subordinates.

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