MODEL OF GOVERNMENT SUPPORT AND EMPLOYEE PERFORMANCE: INFORMATION TECHNOLOGY ANALYSIS, WORK ENGAGEMENT, COORDINATION IN THE DEPARTMENT OF LIVESTOCK AND ANIMAL HEALTH

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Abstract

Think about This point For discover out the bolster show government and execution representative: investigator innovation data , engagement work , coordination on the benefit animals and wellbeing creature Territory West Sumatera. The information collection strategy utilized in think about This is often non likelihood testing strategy Tests were taken with method inadvertent examining strategy as numerous as 98 respondents. Investigation strategy utilized. Examination Auxiliary Condition Modeling (SEM) with Fractional Slightest Square (PLS). Where comes about Not accessible impact noteworthy positive Support Government on Worker Execution , there's impact noteworthy positive Inclusion Work to Back Government , None impact critical positive Coordination to Bolster Government, There impact noteworthy positive Coordination on Representative Execution , None influence critical positive Innovation Data to Bolster Government, No there's impact critical positive Innovation Data on Worker Execution. Watchwords: examiner innovation data, engagement work, coordination, bolster government and execution representative.

Keywords: Analyst Technology Information, Engagement Work, Coordination, Support Government, Performance Employee

INTRODUCTION

Livestock and animal health service for the province of West Sumatra, is one of the tools that has activities for the production and productivity of animal health and protection commodities, employment, breeder income, consumer demand, investment, marketing and processing of livestock, livestock, fishery and forestry products. This activity is inseparable from the existence of the animal husbandry and animal health service which has a very important role in the livestock sector. The Livestock and Animal Health Service of West Sumatra Province always emphasizes the quality of employees so that they always improve employee performance and provide satisfaction to superiors and the government. All employees must have quality according to predetermined standards. Proof of quality according to predetermined standards can guarantee that an employee can be said to be a decent employee, namely being able to serve and work hard which is shown by an employee for the responsibilities he accepts.

Performance Indicator	Target			Performance Realization		
	2017	2018	2019	2017	2018	2019
Percentage of Strategic Infectious Disease Control (PHMS)	0.4	0.3	0.2	0.2	0.28 _	0.24

Table 1. Target and Realization of Performance Indicators Strategic Target 2 Improving Animal Health Status

Judging from the table of targets and realization of performance indicators at the livestock service from 2017 to 2019 it can be seen that the performance of health service employees is not good, because the performance targets are always lowered from year to year, for 2017 the target is 0.4, for 2018 it is reduced to 0.3, and for 2019 it is again reduced to 0.2. The reduction in the target was made based on actual performance from the previous year. Where in 2017 with a target of 0.4 only 0.2 was realized, and for 2018 the target of 0.3 which had been lowered from the previous year was only 0.28 realized, for 2019 the target of 0.2 which was realized slightly exceeded the target of 0.24 but has not exceeded the target in 2017. Employee performance is one that can increase targets and assist an organization in achieving the desired results. Very high performance means happening enhancement efficiency , effectiveness , and quality more Good in finish task task to be charged every individual (Murty & Hudiwinarsih, 2012) Success performance is greatly affected some of these factors technology information. Employee engagement relates to the level of employee commitment and involvement with the organization and its values. When an employee is involved, he realizes his responsibility in business goals and motivates colleagues, for the success of organizational goals. Employees' positive attitudes to the workplace and value system are related to employees' positive emotional relationships to work. (Badal & Harter, 2014) found that an engaged employee work culture can result in cumulative financial performance for organizations compared to companies that do not have an engaged workforce. Then, the study of the relationship between the concept of employee involvement and

other factors in organizational activities has been studied by various studies (Michael S. Cole, 2012) . Various studies have demonstrated a significant relationship between employee engagement and Employee Performance, which is considered one of the most critical employee outcomes in organizations (Bell et al., 1971) . Kim et al., (2013) stated that more work is needed to identify and encompass the antecedents of job involvement and the mediators of the relationship between job involvement and performance. (AA Anwar King Mangkunegara, 2009) argues, performance comes from the word Job Performance or Actual Performance, is the result of work in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him .

There are two indicators, namely:

1. Work quality
2. Punctuality

RESEARCH METHODS

This analysis intends to describe the characteristics of each research variable. By presenting data in a frequency distribution table, which describes the level of frequency and percentage (%) of each respondent's answer on the Lakert scale and interpreting it. This analysis does not relate one variable to another and does not compare one variable to another. To get the average score of each indicator in the statements contained in the questionnaire, the following formula is used (Arikunto, 2002) :

Average score $= \sum \sum f$ fi x Wo

Where: $\sum fi$ = Total frequency to i

Wo = Weight

$\sum f$ = Total frequency

Meanwhile, to find the respondent's level of achievement (TCR), the following formula is used (Arikunto, 2002): TCR = 100 5 x Average −Score Where: TCR = level of achievement of respondents' answers (Arikunto, 2002) states that the criteria for the value of the respondent's achievement level (TCR) can be classified as follows:

Percentage of Achievement	of Criteria
90 % - 100 %	: Very Good
80 % - 89.99 %	: Good
65 % - 79.99 %	: Pretty good
55 % - 64.99 %	: Not good
0 % - 54.99 %	: Not good

RESULTS AND DISCUSSION

Furthermore, to assess the level of validity of all statement items that build each valid research variable above, the Average Variance Extracted (AVE) value will also be assessed as one of the indicators that shows all valid items are indeed measurable. A construct or variable is said to have high validity if the value is above 0.50. The following will present the AVE values for all constructs (variables) in Table 1:

Variable	AVE
Support Government	0.722
Involvement Work	0.741
Employee Performance	0.719
Coordination	0.723
Technology Information	0.725

Table 2. Value of Average Variance Extracted (AVE)

Based on the table above, it can be concluded that all the constructs or research variables above have met the criteria of good validity. This is indicated

by the Average Variance Extracted value (AVE) above 0.50 as the recommended criteria.

Furthermore, the assessment of the outer model can also be assessed through discriminant validity. Where Discriminant validity is carried out to ensure that each concept from each construct or latent variable is different from other constructs/variables. The model has good discriminant validity in this study assessed through a comparison of the correlation value of each latent construct between endogenous constructs and the AVE root value. If the AVE root value of each construct is greater than the latent construct correlation value, it can be said that the resulting outer model is good, and vice versa if the AVE root value of each construct is lower than the latent construct correlation value, it can be said that the resulting outer model is still not good because it contains invalid statement items. Following are the results of discriminant validity testing:

Variable	AVE root
Support Government	0.850
Involvement Work	0.861
Employee Performance	0.848
Coordination	0.850
Technology Information	0.852

Table 3. Discriminant Validity Value

Construct (Variable)	Composite Reliability	Crombach's Alpha	Information
Support Government	0.940	0.924	*Reliable*
Involvement Work	0.919	0.882	*Reliable*
Employee Performance	0911	0.870	*Reliable*
Coordination	0913	0.872	*Reliable*
Technology Information	0913	0879	*Reliable*

Table 4. Value Reliability

Based on the output of SmartPLS in Table 4 above, it has been found that the composite reliability value and crombach alpha value of each construct or variable is greater than 0.60. Therefore, all requirements that assess the level of reliability of all valid statement items for all research variables can be said to be reliable or reliable and can be used for testing research hypotheses.
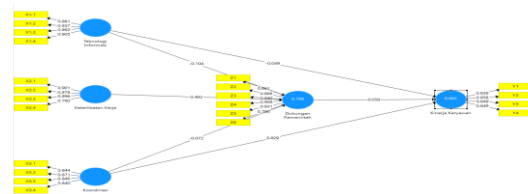

Figure 1. Structural Model

Based on Figure 1 , the above structural model can be formed as follows:

a. Model Equation I, is an illustration of the magnitude of the influence of technology information , engagement Work and coordination of support government as an intervening variable with the existing coefficient plus the error rate which is an estimation error or which cannot be explained in the research model. Support Government = β1 Technology Information + β2 Engagement Work + β 3 Coordination + e1 or Support Government = -0.104 Technology Information +0.482 β2 Engagement Work -0.072 Coordination + e1

b. The Equation II model, is an illustration of the magnitude of the influence of technological constructs information, engagement work, coordination And support government with Employee Performance with each existing coefficient for each construct plus an error which is the estimation error i. Employee Performance =β1 Technology Information + β2 Engagement Work + β 3 Coordination+ β 4 Coordination + e1. career development = -0.049 Technology Information + .541 Engagement Work - 0.072 Coordination + 0.829 Support Government + e1. Next, as previously explained, the assessment of the inner model will be evaluated through the R-Squared value, to assess the effect of certain exogenous latent constructs on endogenous latent constructs whether they have a substantive effect. The following is the estimated R-Square in Table 4:

No	Variables	R Square
1	Support Government	0.173
2	Employee Performance	0.653

Table 5. Evaluation of R Square Value

In Table 5 , the R-Square value of the Career Development construct is 0.173 or 17.3 % , which illustrates the magnitude of the influence received by the Support construct Government of Technology constructs Information , Engagement Work and Coordination or is a simultaneous influence of the Technology construct Information , Engagement Work and Coordination of Support Meanwhile , the R-Square value for the Employee Performance construct is 0.653 or 65.3 % indicating the magnitude of the influence exerted by the Technology construct . Information , Engagement Work and Coordination in explaining or influencing

Employee Performance . The higher the R-Square value, the greater the exogenous construct's ability to explain endogenous variables so that the better structural equations are formed.

No	Description	Original Sample (O)	Standard Deviation (STDEV)	P Value	Ket
1	Support Government – Employee Performance	0.059	0.062	0.345	hypothesis Rejected
2	Involvement Work - Support Government	0.482	0.106	0.000	hypothesis Accepted
3	Coordination – Support Government	-0.072	0.086	0.404	hypothesis Rejected
4	Coordination – Employee Performance	0.829	0.052	0.000	hypothesis Accepted
5	Technology Information – Support Government	-0.104	0.134	0.441	hypothesis Rejected
6	Technology Information – Employee Performance	-0.049	0.060	0.414	hypothesis Rejected

Table 6. **ResultFor Inner Weights**

CONCLUSION

1. There is no significant positive influence. Support Government on Employee Performance where the significant value is 0.345> 0.05
2. There is a significant positive effect of Engagement Work towards Support Government where the significant value is 0.000 < 0.05
3. no significant positive effect of Coordination on Support Government where the significant value is 0.404> 0.05
4. There is a significant positive effect of Coordination on Employee Performance where the significant value is 0.000 < 0.05
5. no significant positive effect of Technology Information on Support Government where the significant value is 0.441> 0.05
6. no significant positive effect of Technology Information on Employee Performance where the significant value is 0.414> 0.05

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