

The Influence Quality of Work Life on Employee Performance in Class Iia Special Criminal institution in Gunung Sindur

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Info Artikel

Keywords:

Performance, Prisons, Public Service, Quality of Work Life

ISSN (print): 1978-6387

ISSN (online): 2623-050X

Abstract

The main aspect that needs to be considered by the management of every organization in carrying out an activity is Quality of Work Life (QWL) which it can be called quality of work life in Indonesian. This study aims to determine whether the quality of work life affects the performance of the Class IIA Gunung Sindur Special Prison employees. The methodology used is quantitative with a descriptive approach. The population is all employees of the Class IIA Gunung Sindur Special Prison. Samples were taken using a random sampling technique of 80 people obtained from the Slovin formula. After testing using the F test, it can be concluded that the quality of work life has a very significant effect on employee performance. Descriptive analysis that has been carried out by researchers shows that the performance of employees gets a very good predicate.

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1. Introduction

Human Resource Management (HRM) has become commonplace in every organization and is a division or an important part of the institution/organization/institution. HR governance is the main aspect that must be prioritized by the management of every organization in carrying out an activity, namely the Quality of Work Life (QWL), or what can be called the quality of work life in Indonesian. In HRM Quality Work Life is an important aspect because it is beneficial to work discipline and employee training. In connection with the importance of HRM, the importance of increasing quantity and quality needs to be carried out by the Director General of PAS to manage human resources even better. The number of employees at the Director General of PAS currently has 13,850 employees, with this, there is a need for careful human resource development to increase the potential of each employee. The quality of work life has an impact on the general performance of employees in every organization. QWL is defined as a condition in which the individual needs of employees can be met from their work, by

realizing the vision of an institution (Davis, 1983) (Davis, L.E. and Cherns, 1975). In addition, the quality of work life is also defined as conditions and scopes that provide benefits to the workplace that support and increase employee performance by giving something, guaranteed security, and opportunities to develop. In this case, the quality of work life is divided into self-esteem, health, economy, insight, self-actualization, aesthetics, and social and family (Sirgy, M., Efraty, D., Siegel, P. and Lee, 2001).

The theory regarding the Quality of Work Life uses the theory put forward by Zin 2004, the theory is a development of the theory of Walton, 1974. There are 7 dimensions of the quality of work life, namely self-development, reward, the scope of work, review of performance, salaries, and benefits, relations between workers, and work integration (Zin, 2004). (Nguyen, D.T., Nguyen, D.P. and Tran, 2014) refers to employee welfare as the quality of their work life. Other research defines the quality of work life as meeting the needs of employees obtained from their participation in the workplace and achievements in their daily tasks (Lee, J.S., Back, K.J. and Chan, 2015).

Employee performance can be interpreted as activities carried out by employees by their duties and by the instructions given. Performance can be measured by managers through different measurements (Saleem, S. and Amin, 2013). The theory regarding employee performance uses the theory from James Gibson, and John Ivancevich, 2011. Four components influence employee performance and work behavior. The four components namely, quality of work, work results, responsibility, and attitude (James Gib-son, John Ivancevich, 2011). Employees are important thing in certain organizations because their performance will contribute to organizational performance and in turn will determine the success or failure of the organization (Sun, L. and Yu, 2015). Since employees are important to the organization, it is important to manage the quality of their work life so that they are willing to complete their daily work. Based on the explanation that has been presented, the researcher wants to get information about "**The Influence of Quality of Work Life (QWL) on Employee Performance**".

2. Research Method

The research was carried out at the Gunun-giS-indoor class IIA penitentiary using a quantitative method and a descriptive approach. The population in this research is employees who are in locations with a total of 100 people. The number of samples was determined using the Slovin formula, and a total of 80 people were obtained. This research uses a sampling technique, namely the Simple Random Sampling method. The data is obtained through a strategy of distributing questionnaires to employees, then the data will be tested for reliability and validity

using a Likert scale of 1-4. In analyzing this research using a simple linear regression analysis using a tool in the form of SPSS so that the data can be processed.

3. Results

The distribution of the first phase of the questionnaire sheet was carried out before data collection at the research site to 30 respondents outside the research locus aimed at verifying its validity and reliability. The validity test was carried out to find out how appropriate the instruments in the form of statement items in the questionnaire were used. While the reliability test was tested to determine the appropriateness of the statement when it was used to examine research with the same variable at a locus and time difference. The results of this first stage of testing produce valid and reliable statements of 14 statements for variable X and 8 statements for variable Y.

Classic assumption test

The results of the normality test are using the Kolmogorov One Sample technique in which the data is said to be normally distributed if the sigma value is greater than 0.05, and vice versa the data is not distributed properly if the sigma point is not more than or less 0.05.

Table 1. Normality Test Results

Kolmogorov-Smirnov Z Asymp Sig. (2-tailed)	Information
0,188	Normal Distributed Data

Source: Processed by the Author, 2022

From these figures, it can be said that the data for variables X and Y are normally distributed ($p > 0.05$) so they can be continued for further analysis.

Simple Linear Regression Analysis

The test results that have been applied with the help of tools, the values obtained are:

Table 2. Correlation Coefficient Test Results

Model	R	R Square
1	0,810	0,656

Source: Processed by the Author, 2022

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From the values presented, it can be shown that the correlation value between the R variables is 0.810, which means that the relationship between the variables is a strong positive and the RiSquare value obtained is 0.656, which means that the X variable (Quality of Work Life) explains the Y variable (Employee Performance) of 65.6 %, while 34.4% of the share is influenced by several factors that are not the focus. this research.

Table 3. Statistical Test Results F

Model	F	Sig
Regression	148,938	0,000

Source: Processed by the Author, 2022

The standard error value in this study was used at 5% so that if the sigma is less than 0.05, it can be concluded that H0 is unacceptable. In the data, it is known that if the sig value is 0, then from this value it can be concluded that hypothesis 1 can be accepted and hypothesis 0 cannot be accepted. So that indicates that the quality of work life affects employee performance.

Table 4. Simple Linear Regression Results

Model	Unstandardized Coefficients	Standardized Coefficients	t	Sig	
(Constant)	2,708	2,194	1.234	0,000	
Quality of Work Life	0,516	0,042	0,810	12.204	0,000

Source: Processed by the Author, 2022

From the results above, the regression equation to describe the variable Quality of Work Life on employee performance is $Y=a+bX = 2.708 + 0.516 X$

Hypothesis testing

To prove the hypothesis test, a t-test is carried out which will determine whether there is a significant or not significant effect between the dependent variable and the independent variable. The t-test is intended to find out t count, if the t-count value from the calculation results gets a large value from the t-table then the alternative hypothesis is accepted. The t-count value is obtained by looking at the regression results in the t-column Quality of Work Life while the t-table value is known through the t-table concerning the value of $\alpha = 0.05$ with $df = 79$ ($t\text{-table} = 1.664$). The impact of Quality of Work Life on employee performance from the calculations carried out in the regression analysis in table 4 obtained the t-count value of Quality of Work Life of

12.204. T-count value > t-table value (12.204 > 1.664) which means H1 is accepted. Therefore, if the first hypothesis (H1) which shows that there is an effect of Quality of Work Life on employee performance is accepted, then if the quality of life of an employee is good the better the work processes carried out by prison employees.

4. Discussion

Descriptive Analysis of Quality of Work-Life Variables

To find out the answers from what has been given regarding the quality of work life and also the performance of employees for what has been implemented in the Gunung Sindur Class IIA Special Prison, a descriptive data analysis was carried out. In this calculation, the results obtained are the maximum value and minimum value given to each statement and also the average value for each statement so that values can be compared between existing dimensions. The results are known through descriptive data which is processed from 80 respondents through 14 statement items, namely:

Table 5. Descriptive Test Results for Variable Quality of Work Life

Item	N	Min	Max	Mean
X_1	80	3	4	3,94
X_2		2		3,74
X_3		2		3,70
X_4		2		3,70
X_5		2		3,71
X_6		2		3,70
X_7		3		3,74
X_8		2		3,63
X_9		2		3,62
X_10		2		3,68
X_11		3		3,68
X_12		2		3,67
X_13		2		3,55
X_14		2		3,72

Source: Processed by the Author, 2022

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From the results of the descriptive analysis using the SPSS program, the highest points, lowest points, and average results of each answer item have been identified. From the average available data, the Quality of Work Life implemented in the Class IIA Gunung Sindur Prison is 3.69. The lowest result of several statement items is found in point 13. Statement number 13 regarding work integration. From these figures, it is known that employees and co-workers are not yet optimal in supporting each other when working. Meanwhile, the highest score is in point number 1 which states that the organization has provided opportunities for employees to obtain education to broaden their knowledge and abilities in carrying out work. From the highest and lowest scores, it can be said that the quality of work life in the Gunung Sindur Class IIA Special Prison is more about increasing the growth and development of its employees compared to work integration.

Descriptive Analysis of Performance Variables for Special Prison Class IIA Gunung Sindur

Employee performance in an organization can be influenced by many things, one of which is the quality of work life. In this study, the quality of work life contributes 65.6% to employee performance. To determine the category of assessment results by respondents, a calculation is carried out using the highest value minus the lowest value, then divided by the number of criteria (Helmi, T., Munjin, R. A., & Purnamasari, 2017). From the calculations, the respondents' achievement criteria were obtained as follows:

Table 6. Respondent Interpretation Criteria

Mark	Information
1,00 - 1,75	Not good
1,76 - 2,50	Not good
2,51 - 3,25	Good
3,26 - 4,00	Very good

Sumber: Olahan Penulis, 2022

To find out how much the performance of employees at the Gunung Sindur Class IIA Special Prison is based on 4 indicators, which can be seen through the data below:

Table 7. Descriptive Test Results of Employee Performance Variables

Item	N	Minimum	Maximum	Mean
Y_1		1		3,63
Y_2		3		3,59
Y_3		2		3,74
Y_4	80	2	4	3,70
Y_5		2		3,70
Y_6		2		3,65
Y_7		2		3,68
Y_8		2		3,74

Source: Processed by the Author, 2022

From the results of the descriptive analysis, the performance scores of the employees at the Gunung Sindur Class IIA Special Prison were included in the very good category of all the indicators used in this research.

The Influence of Quality of Work Life on the Performance of Class IIA Gunung Sindur Special Prison Employees

The quality of work life implemented by an employee can affect employee performance. The influence that occurs can be in the form of an increase or decrease in employee performance. According to Arnold and Feldman (1986) quoted by (Samtica, 2011), said that the purpose of quality of work life is to produce an organizational environment that can help each other for the growth of employees so that they can learn. This is realized with the role of the organization as a regulator of how employees carry out existing work as well as providing opportunities to carry out creative and meaningful performance for employees that can influence organizational effectiveness in achieving better performance.

From the results, it is known that the quality of work life implemented in the Gunung Sindur Class IIA Special Prison focuses more on the growth and development of its employees to increase the performance of each employee. This growth and development are considered more important to provide opportunities for employees to apply work skills and development from employees of the Gunung Sindur Class IIA Special Prison. With this applied growth and development, it will affect employee performance well if it is implemented in the Gunung Sindur Class IIA Special Prison. This is the same as the results obtained. The quality of work life affects 65.6%. Therefore, in carrying out organizational activities, employees are already well able to apply the quality of work life. This is evident in the results of the performance of prison employees who get very good scores.

As can be seen in the current performance of the Gunung Sindur Class IIA Special Prison staff, there are many activities and innovations provided to the public in providing excellent service to the community, in this case, convicts and the public visiting the prison. With a good quality of work life implemented by employees, it makes employees more enthusiastic in working to achieve a better organization. In line with the results obtained, the quality of work life implemented at the Gunung Sindur Class IIA Special Prison affects employee performance which results in very good performance results.

5. Conclusions and Suggestions

Based on the results of the analysis, it is known that the quality of work life contributes to influencing employee performance with a value of 65.6 percent and the remaining 34.4 percent there are other influencing factors, and these other factors were not included in this research. Testing using the f test in this research shows that the quality of work life greatly influences the performance of employees significantly. The existing regression equation is $Y = 2.708 + 0.516 X$. The hypothesis testing is carried out through the t-test. From the results of the study, it was found that the t value obtained from SPSS was greater than the t value in the table, namely $12.204 > 1.664$ which means H1 was accepted. Thus, H1 in this research, namely that there is an influence of Quality Work Life on employee performance, is not rejected, meaning that QWL will be directly proportional to performance. From the results obtained, conclusions can be drawn if it is necessary to apply the quality of work life of employees so that employee performance can be optimal. So that the goals and functions of the organization can be achieved properly, in this case, the Correctional Institution as a public service organization can provide the best service for the community, both people outside prisons and prisoners. The quality of work life of employees at the Gunung Sindur Class IIA Special Correctional Institution is more about employee growth and development and results in excellent employee performance. As can be seen in the performance of current employees, there are many activities and innovations provided to the public in providing excellent service to the community.

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