

The Influence of Workload on the Performance of Officers in Class II A Muara Beliti Narcotics Prison

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Abstract

This study aims to determine the cause and magnitude of the effect of workload on the performance of the Class II A Narcotics Prison officers in Muara Beliti. This study uses quantitative research methods and uses an experimental design to determine the cause and magnitude of the influence of the independent variable (work-load) on the dependent variable (performance). Simple linear regression analysis was used in this study as a data analysis tool to determine the magnitude of the effect of workload on the performance of Class II A Narcotics Prison officers in Muara Beliti. There are 2 sources of data used in this study, namely primary data sources by distributing questionnaires via Google form and secondary data sources, namely books, the internet, and journals related to research. Probability sampling is used in this study as a sampling technique with a simple random sampling type because all members of the population have the right to be the research sample, then the sampling method using the Slovin formula is used to narrow the population. This research shows that there is a positive influence and significance of the independent variable (workload) on the dependent variable (performance) with the magnitude of the influence of 63.4%.

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1. Introduction

Humans are the greatest force in an organization so these human resources play an important role in advancing and achieving organizational goals. Therefore, good HR management is needed to achieve organizational goals. As we know, the problem in prisons/detention centers in Indonesia is overcapacity, which is the condition of prisoners and inmates exceeding the capacity of prisons/detention centers in Indonesia. In this condition too, the number of officers is not proportional to the number of detainees/convicts making the range of their workload large.

The Influence of Workload on the Performance of Officers in Class II A Muara Beliti Narcotics Prison

Kahneman in Warr (2002:33) said that workload is competition from limited intelligence sources. One of the reasons work performance decreases due to workload is that they have to do 2 or more jobs simultaneously. The greater the number of requests to do their work, the lower performance. According to Febrianti (2013), several factors have an influence on employee performance, namely work that is not in line with the education they have received, low employee commitment, low employee motivation, low employee discipline and high workload.

According to Utomo (2008) workload is the activity of completing tasks carried out by groups from a related organization within a certain period of time. Based on the statement above, workload is one of the factors that influences performance, so that if the number of tasks and responsibilities given to officers is too many, the results obtained will not be optimal. If this happens frequently, it can have an impact on the officer's performance. Based on research conducted by Lisnaetti and Hasanbasri (2006), there is a relationship between workload and employee performance: "High workload causes a decrease in employee performance". High workload will result in suboptimal performance, thus affecting employee performance.

As we know, an ongoing problem in prisons/detention centers in Indonesia is overcapacity, which is a condition where the number of correctional inmates exceeds the housing capacity in prisons/detention centers. This makes the function of prisons, namely providing guidance, less than optimal, where prisons carry out 2 types of guidance, namely personality development and independence development (Decree of the Minister of Justice of the Republic of Indonesia No: M. 02-PK.04.10 of 1990). Personality development is carried out by providing spiritual formation with the aim that the inmates can know their God better and be aware of the actions they have done. Fostering independence is carried out by providing skills and developing these skills.

Table 1.1 Number of Detainees and Inmates at Muara Beliti Class II A Narcotics Prison

No.	Category	Amount
1	Male Convict	831 person
2	Female Convict	13 person
3	Male Prisoner	46 person
4	Female Convict	4 person
Total		894 person

Source: Class II A Muara Beliti Narcotics Prison as of April 6, 2022

Correctional officers are required to carry out their duties, namely fostering correctional inmates in prisons, but what has happened is that the implementation of the guidance has not been running optimally. The problem that often occurs as a result of overcapacity is that the training carried out in prisons is not in accordance with the objectives to be achieved, officers cannot control each inmate due to their large

number. Indirectly, the workload carried out by officers becomes greater in terms of providing guidance to prisoners in the prison. The total capacity at the Muara Beliti Class II A Narcotics Prison should be filled by 289 inmates, but it is filled by 894 detainees and convicts so it experiences over capacity and the number of prisoners and convicts is not comparable to the number of officers at the Muara Beliti Class II A Narcotics Prison, totaling 94 people.

It is on this basis that researchers want to examine the influence of workload on the performance of officers at the Class II A Muara Beliti Narcotics Prison, with the aim of seeing the effect of workload on the performance of officers at the Class II A Muara Beliti Narcotics Prison.

2. Research Method

Quantitative research methods were used in this research. Creswell said that quantitative research requires researchers to explain the relationship or influence of one variable with other variables. Researchers want to know the possible causes and the extent of influence of the independent variables on the dependent variable, so the design used is a causal design. Simple linear regression analysis was used in this research as a data analysis tool with the aim of knowing the effect of workload on the performance of officers at the Class II A Muara Beliti Narcotics Prison.

In this research, there are 2 data sources, namely primary data sources and secondary data sources. Primary data sources were obtained by researchers by distributing questionnaires via Google Form, for secondary data researchers obtained them based on books, the internet and journals related to this research. The Likert scale is used in closed research questionnaires where respondents are given several alternative answers with the information 1 (Strongly Disagree), 2 (Disagree), 3 (Doubtful), 4 (Agree) and 5 (Strongly Agree). When the questionnaire was distributed, the researcher distanced himself from the respondents. The objects of this research were officers at the Muara Beliti Class II A Narcotics Prison. For this study, the research sample consisted of 76 officers. SPSS version 25 was used in this research as an application for data processing.

3. Results

Validity test

The validity test aims to measure the validity of the questionnaire. Validity testing is based on the concept of correlation results from each question. The research used 76 respondents so the r table was 0.227, to be able to say that a statement is valid, the calculated r must be $> r$ table.

The Influence of Workload on the Performance of Officers in Class II A Muara Beliti
Narcotics Prison

Workload Validity Test (X)

First statement = 0.486 second statement = 0.591 third statement = 0.551 fourth statement = 0.556 fifth statement = 0.583 sixth statement = 0.563 seventh statement = 0.562 eighth statement 0.524 ninth statement 0.408 tenth statement 0.644 eleventh statement 0.663 twelfth statement 0.578. Based on the results of the 12 statements, the calculated $r > r$ table is 0.227 so that the 12 statements on variable X (workload) are verified as valid.

Performance Validity Test (Y)

First statement = 0.550 second statement = 0.607 third statement = 0.587 fourth statement = 0.576 fifth statement = 0.713 sixth statement = 0.640 seventh statement = 0.612 eighth statement = 0.534 ninth statement = 0.665 tenth statement = 0.661 eleventh statement = 0.659 twelfth statement = 0.567. Based on the results of the 12 statements, the calculated $r > r$ table is 0.227, so that the 12 statements for variable Y (performance) are verified as valid.

Reliability Test

In the reality test we can see that these two variables have 12 question items with the following test results:

Variable X (Workload)

Case Processing Summary

		N	%
Cases	Valid	76	100.0
	Excluded ^a	0	.0
	Total	76	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's	
Alpha	N of Items
.799	12

Variable Y (Performance)

Case Processing Summary

		N	%
Cases	Valid	76	100.0
	Excluded ^a	0	.0
	Total	76	100.0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics	
Cronbach's Alpha	N of Items
.846	12

Normality test

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		76
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.08912163
Most Extreme Differences	Absolute	.149
	Positive	.075
	Negative	-.149
Test Statistic		.149
Asymp. Sig. (2-tailed)		.000 ^c
Monte Carlo Sig. (2-tailed)		.062 ^d
99% Confidence Interval	Lower Bound	.055
		.068
	Upper Bound	.055
		.068

- a. Test distribution is Normal.
- b. Calculated from data.
- c. Lilliefors Significance Correction.
- d. Based on 10000 sampled tables with starting seed 2000000.

Simple Linear Regression Analysis

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	BebanKerja ^b	.	Enter

- a. Dependent Variable: Kinerja
- b. All requested variables entered.

The Influence of Workload on the Performance of Officers in Class II A Muara Beliti
Narcotics Prison

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.796 ^a	.634	.629	2.103

a. Predictors: (Constant), BebanKerja

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	567.865	1	567.865	128.377	.000 ^b
	Residual	327.332	74	4.423		
	Total	895.197	75			

a. Dependent Variable: Kinerja

b. Predictors: (Constant), BebanKerja

Coefficients^a

Model		Unstandardized Coefficients	Std. Error	Standardized Coefficients	t	Sig.
		B		Beta		
1	(Constant)	10.037	4.128		2.432	.017
	Beban Kerja	.828	.073	.796	11.330	.000

a. Dependent Variable: Kinerja

4. Discussion

The validity test aims to measure the validity of the questionnaire. The SPSS version 25 program is used to check validity and reliability to find out whether the questionnaire used by respondents is valid. Validity testing is based on the concept of correlation results from each question. The research used 76 respondents so the r table was 0.227, to be able to say that a statement is valid, the calculated r must be > r table. We can see that in testing the validity of variable Likewise, by testing the validity of variable Y (performance), the results of 12 statements were obtained, the calculated r > r table was 0.227, so that the 12 statements of variable Y (performance) were verified as valid.

The reliability test above produces Cronbach's Alpha values for variables X and Y of 0.799 and 0.846 respectively and N of Items 12 for both variables. In Summary's Case Processing table, it is stated that 76 of the data entered are valid and declared reliable. And based on the normality test by Kolmogorov Smirnov, the normality test result was 0.062. This means that the significance level of the test is > 0.05 , meaning the data used is normally distributed.

After finding that our data is normally distributed in the normality test, then a simple linear regression analysis is carried out. In the entered/removed variable table, Workload is defined as the independent variable and Performance is the dependent variable, and the method for forming the regression model is Enter. In the model summary table we see the correlation / ratio (R) value, which is 0.796, and the coefficient of determination or R Square value is 0.634, from which the relationship between the two variables has a positive sign with the coefficient of determination, namely the influence of the independent variable (Workload) on the dependent variable (performance).) is 63.4%, then the remaining 36.6% is explained by other variables not tested by the researcher.

Based on the ANOVA output table, it can be seen that the calculated F value is 128.377 and the significance level is $0.000 < 0.05$, which means that H_0 is rejected and H_a is accepted, in other words the workload variable (X) influences the performance variable (Y) significantly. Then from the Coefficients table above, we know that the Constant (a) value is 10,037 and the Workload (b) value is 0.828. Therefore, the regression equation is:

$$Y = a + bX$$

$$Y = 10,037 + 0,828X$$

The equation above shows that for every 1% increase in the workload value, the participation value can increase by 0.828.

The decision drawn in this simple linear regression analysis test is based on a significance value of $0.000 < 0.05$, meaning that the workload variable (X) has an effect on the performance variable (Y). Based on the t value above, the calculated T value is 11,330 $>$ T table 0.227, which means the calculated T is greater than the T table, therefore the conclusion is drawn that the Workload variable (X) influences the Performance variable (Y).

5. Conclusions and Suggestions

Conclusion

Based on the discussion above, the conclusion from testing the calculated T value above is that Work Load (X) has an effect on performance (Y) because the calculated T value is greater than the T table value. Testing this simple linear regression analysis resulted in results showing that Workload has an influence on the performance of Class II A Muara Beliti Narcotics Prison officers with a calculated F value of 128.377 and a significance level of $0.000 < 0.05$, which means there is a significant influence of the workload variable (X) on the performance variable. (Y). When the workload increases, performance can decrease, and when the workload decreases, it can increase the level of performance, such as achieving high targets which can affect performance. The magnitude of the influence of workload variables on performance variables is 63.4% and the other 36.6% is influenced by variables. others not tested by researchers.

Suggestion

Contains research limitations and suggestions that can be given for further research. Researchers examined the influence of workload on performance at the Class IIA Muara Beliti Narcotics Correctional Institution, and researchers found a significant influence between workload on performance with an influence size of 63.4% while the other 36.6% was influenced by other variables. On this basis, further research can look for other variables that influence performance variables.

Thank-you note

The researcher would like to thank all the officers of the Class II A Muara Beliti Narcotics Prison who helped in carrying out this research, so that the data that was provided by the researcher could be put into written articles resulting from the data processing that the researcher had carried out.

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