

ANALYSIS OF THE ROLE OF EMPLOYEE ACHIEVEMENT IN THE FRAMEWORK OF ACHIEVING POSITION PROMOTION AT THE LAMONGAN LIBRARY SERVICE

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Abstract: The aim of this research is to find out whether work performance influences job promotions at the Lamongan Regency Library Service. This research has a population of 100 employees, and a sample of 100 employees. This research uses quantitative research methods. The sampling technique used was a saturated sampling technique. The data analysis tools used in this research are validity test, reliability test, terminal coefficient test, t test and F test. Based on the partial test, it was found that the t count (0.405) was smaller than the t table (1.6607) with a significance of $0.686 < 0.1$ so it can be concluded that there is an influence but not significant between the independent variables on the dependent variable Position Promotion (Y) in the research model. Meanwhile, the results of the simultaneous test of Work Performance with a calculated F value ($0.164 < F$ table (2.70) with a significance value of $0.686 < 0.1$, it can be concluded that H_0 is accepted and H_1 is rejected. From these results it can be concluded that the independent variable Job Performance (X1), simultaneously or together has an influence but is not significant on Position Promotion (Y) in the Lamongan Regency Library Service.

Keywords: Job Performance, Position Promotion, Employee

1. Introduction

Job promotion is an opportunity to develop and advance which can encourage employees to be better and more enthusiastic in carrying out work in an organizational environment. Hasibuan (2018:107) states that promotion is trust and recognition regarding an employee's ability to occupy a higher position. With a promotion, employees will definitely feel appreciated, cared for, needed and recognized for their work abilities by management in the organization so that they will produce high output and will increase loyalty to the organization where they work. In order to ensure good governance, it is absolutely necessary for government officials to have high loyalty to the progress of an organization.

According to Arif et al (2020: 108) work performance is the result of work in terms of quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given. Meanwhile, according to Prayudi (2017:17) work performance is the result of the work achieved by a person in carrying out the work assigned to him. Work performance can be achieved if someone uses a regular work pattern, discipline and concentration. Work performance is an indicator of an organization's operational success in achieving its goals. Work performance is the result of work in terms of quality and quantity achieved by an employee in carrying out tasks in accordance with the 1 2 responsibilities given

to him.

Institutions can also use work performance assessments to determine an employee's shortcomings and potential. From these results, institutions can develop a comprehensive human resource plan to face the institution's future. Appraisal of employee work performance has a very close relationship to promotion, work performance appraisal is important for every employee and company management, because with an appraisal of work performance an employee will get feedback on the results of their work, so that employees can know the weaknesses and strengths faced in their work. in his work. *Promotion is an opportunity to develop and advance which can encourage employees to be better or more enthusiastic in doing a job within an organization or institution. With a promotion target, employees will definitely feel appreciated, cared for, needed and recognized for their work abilities by the Lamongan Library Service. Leaders must be aware of the importance of promotions in increasing productivity which must be considered objectively.*

The work performance assessment standards are made by the agency taking into account existing policies. The work performance assessment includes work quality, work quantity, timeliness, and cooperation with colleagues. Job performance assessment is very useful for both agencies and employees.

2. Literature Review

Human Resource Management

According to Ananda (2019), human resource management is the attraction, selection, development, maintenance and use of human resources to achieve both individual and organizational goals. According to Hasibuan (2017:10) Human resource management is the science and art of managing the relationships and roles of the workforce so that they are effective and efficient in helping to realize the goals of the office, employees and society. According to Bangun (2018:6) Human resource management is a process of planning, organizing, staffing, mobilizing and supervising procurement, supervising the provision of compensation, integrating, maintaining and separating the workforce to achieve office goals.

Work performance

According to Ananda (2019) performance achievement is the process of determining and communicating to employees how they are performing in carrying out their work and ideally, making plans to build their careers. According to Badriyah (2018), work performance is the process of work performance or achievement of work results provided by a person or group of people. To achieve organizational goals effectively and efficiently, it depends on the skills and abilities of the employees in carrying out their work and supporting the wishes of the employees so that they can increase the employee's work performance. The success of an organization can be achieved by one fact, namely the quality of its employees, With good quality on the part of employees, it is hoped that a level of work performance will be achieved that can encourage the success of an organization in achieving its goals. According to Arif et al (2020: 108) work performance is the result of work in terms of quality and quantity achieved by an employee in carrying out their duties in accordance with the responsibilities given.

Meanwhile, according to Prayudi (2017:17) work performance is the result of the work achieved by a person in carrying out the work assigned to him. Work performance can be achieved if someone uses a regular work pattern, discipline and concentration.

Position Promotion

According to Setiawan (2018) Job promotion is an opportunity to develop and advance which can encourage employees to be better or more enthusiastic in doing work within an

organization or company. With a promotion target, employees will definitely feel appreciated, cared for, needed and recognized for their work abilities by company management so that they will produce high output and will increase loyalty to the company. According to Fathoni (2017), promotion or promotion is an increase in an employee in a field that is better than before in terms of greater responsibility, achievement, facilities and higher status and additional wages or salaries and other benefits. Job/position promotion is a positive development for a worker or employee because his or her duties are well assessed by the authorized official. Therefore, giving higher responsibilities and authority is appropriate given to those who excel. According to Suwatno (2018) promotion is a change in work or employee position status from a lower level to a higher one.

3. Method

This research was carried out for approximately 6 months starting from October 2022 to March 2023. Located at the central Lamongan Regency Library Service which is located on Jalan Basuki Rahmat Number 178. This research uses a quantitative approach, because the symptoms observed are converted into numbers -numbers so that statistical techniques can be used to analyze the results.

The population in this study were all employees of the Lamongan Regency Library Service, totaling 100 employees. Using the saturated sampling technique is a sample determination technique if all members of the population are used as a sample, namely 100 employees. Data collection techniques in this research used interviews, questionnaires and observation.

4. Results and Discussion

Table 1. Validity Test

Variable	Items in the questionnaire	Rcount	rtable	Information rcount > rtable
Work Performance (X1)	X1.1	0.409	0.165	Valid
	X1.2	0.640	0.165	Valid
	X1.3	0.453	0.165	Valid
	X1.4	0.423	0.165	Valid
	X1.5	0.222	0.165	Valid
	X1.6	0.492	0.165	Valid
Position Promotion (Y)	Y.1	0.240	0.165	Valid
	Y.2	0.212	0.165	Valid
	Y.3	0.542	0.165	Valid
	Y.4	0.414	0.165	Valid
	Y.5	0.288	0.165	Valid
	Y.6	0.380	0.165	Valid

Source: Primary Data (SPSS 2023)

Based on the table above, it can be seen from the results of the validity testing in the table above that it can be seen that of all the research variable items have $r_{count} > r_{table}$, namely at a significance level of 10% (0.1) and $df = n - 2 = 100 - 2 = 98$, so it can be seen r_{table} for all variables > 0.165 . So it can be said that all research variable items are valid for use as instruments in research or in questions to measure the variables studied.

Table 2. Reliability Test

No	Variable	Alpha Value	Reliability Standards	Information
1.	Work performance	0.173	0.6	Reliable
2.	Position Promotion	0.353	0.6	Reliable

Source: Primary Data (SPSS 2023)

From table 2 it can be seen that the Job Performance variable shows an Alpha value of 0.173, the Position Promotion variable shows an Alpha value of 0.035. So it can be concluded that all variables have an alpha value > 0.6 and each variable is reliable.

Table 3. Determination Coefficient Test Results

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.41a	,002	,009	1,078

SPSS 2023 data source

Based on table 3 above, the results of the regression calculations can be obtained. It can be seen that the coefficient of determination (R^2) that can be obtained and the R Square result is 0.010. So in this case it can be concluded that the contribution of the influence of variable X1 to the dependent variable Y is 9% percent.

Table 4. T Test Results

Model	Unstandardized Coefficients		Standardized Coefficients	Q	Sig.
	B	Std. Error	Beta		
(Constant)	27,112	4,367		12,351	,000
X1	,032	,078	,041	,405	,686

Source: 2023 spss data

In this study, the significance level $\alpha = 10\%$ is used, so $0.1 : 2 = 0.05$ and using $df = n - k - 1$ with $n = 100$, $k = 2$, so we get $df = 96$ from the calculation of $100 - 2 - 1$ so that the t table value is 1.6607. With the following analysis:

Work Performance (X1)

From the t test, t is obtained calculated (.301) is smaller than t table (1.6607) with a significance of $0.686 < 0.1$, meaning it can be concluded that $t_{\text{calculated}} > t_{\text{table}}$ then H_0 is accepted and H_1 is rejected, which means that partially and significantly there is no influence of Job Performance (X1) on Promotion Position at the Lamongan Regency Library Service.

Table 5. F Test (Simultaneous)

ANOVAa					
Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	,191	1	,191	,164	,686b
Residual	113,809	98	1,161		
Total	114,000	99			

Source: SPSS 2023 Output Results

Based on the results of the F test in table 5 above with a significant value of $\alpha = 0.1$, $df n = k$ (2), $df n = nk - 1$, a df value of 97 (100-2-1) is obtained. The F table obtained is (2.70). so it can be concluded that the calculated F value (.164) < F table (2.70) with a significance value of $0.686 < 0.1$, it can be concluded that H_0 is accepted and H_1 is rejected. From these results it can be concluded that the independent variable Work Performance (X1), simultaneously or together, does not have a significant influence on Position Promotion (Y) in the Lamongan Regency Library.

5. Conclusions

Based on the calculation results above, the following interpretation results are obtained: (1) From the validity test table, all indicators show significant results and show that $r_{count} > r_{table}$ so it can be concluded that all question items are valid. (2) The reliability test shows that all variables have a fairly high Cronbach's Alpha value, namely above 0.60, so it can be concluded that all independent and dependent variables are reliable. (3) Based on the coefficient of determination test (R^2), it shows that the R Square value is 0.654 or 65.4%, this shows that the dependent variable Job Promotion can be explained by the independent variable Job Performance, amounting to 65.4% while the remaining 34.6% is explained by factors -other factors outside the model in this research. The R value is 0.654, which means the strength of the relationship between the independent variables (X) together with the dependent variable (Y), namely 65.4%. (4) From the variable t test (X1), it is obtained that the t count (.405) is smaller than the t table (1.6607) with a significance of $0.686 < 0.1$, meaning it can be concluded that the t count < t table, then H_0 is accepted and H_1 is rejected, which means it is partially and not significant. There is an influence of Job Performance (X1) on Position Promotion in the Lamongan Regency Library Service. (5) Based on the results of the F test with a significant value of $\alpha = 0.1$, $df n = k$ (2), $df n = nk - 1$, a df value of 97 (100-2-1) is obtained. The F table obtained is (2.70). so it can be concluded that the calculated F value (.164) < F table (2.70) with a significance value of $0.686 < 0.1$, it can be concluded that H_0 is accepted and H_1 is rejected. From these results it can be concluded that the independent variable Work Performance (X1) simultaneously or together does not have a significant influence on Position Promotion (Y) in the Lamongan Regency Library Service.

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