

Performance Analysis Of Management Consultancy Tasks In A National Road Agency In Indonesia

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ABSTRACT: Along with the need for major infrastructure, especially in the working area BBPJK XI Banjarmasin, then BBPJK XI Banjarmasin need to cooperate with the Provider Consultant in Management Consulting service activity form. Although aided by the availability of management consultants, the wide scope of authority has the potential to overload performance for the volume and scope of activities is increasing.

The limited resources available, the constraints of the implementation of the more, the requirements of increasingly widespread, space is increasingly limited, the problem of shortage of funds, timing and level of professionalism implementers, problem effecting what is available, disciplinary problems, the level of accuracy, and a variety of other issues that are challenges that must be addressed, accommodated, considered, arranged and secured in its implementation.

From the analysis that has been done, it can be concluded that the lowest value indicator every aspect of the performance needs attention because it shows the lowest index is an indicator of the ability of communication and coordination, document management responsibilities indicator, an indicator of the presence discipline, and indicators gather input.

KEYWORDS: management consultant, strategy road project

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I. PRELIMINARY

Along with the need for major infrastructure, especially in the working area BBPJK XI Banjarmasin, implementation constraints increasing, the requirements of increasingly widespread, space is increasingly restricted, challenging soil conditions inevitable, the problem of limited funds, time and level of professionalism implementers, problem effecting what available, disciplinary problems, the level of accuracy, and a variety of other problems become challenges to be overcome, accommodated, considered, arranged and secured in its implementation.

It is necessary for further studies regarding resource performance management consultant BBPJK XI Banjarmasin, focused approach to what needs to be developed in the indicators in every aspect.

II. LITERATURE REVIEW

The scope of activities of Management Consultancy Services National Road Implementing Agency is helping BBPJK XI Banjarmasin including PIU / PPK in the monitoring and evaluation of all activities of the work so that it can run properly and can detect early if there will be irregularities or problems in implementation of the work.

Understanding Performance is a work produced by an employee means to achieve the desired objectives. According Mangkunagara (2009: 67).

Aspects of performance by Barnard in Prawirosentono (2008: 27-32), is as follows:

1. Effectiveness and efficiency
2. Authority and Responsibility

- 3. Discipline
- 4. Initiative

III. METHODS

Research Data

The data used in this research there are two kinds of primary data and secondary data,

Data Analysis

The survey is conducted using a set of questionnaire containing 17 questions each of which corresponds an indicator of a performance aspect. The answer is chosen from a 5-point likert scale meaning the level of performance. Twenty eight respondents are involved in the survey.

The validity of the questionnaire is examined by using item-total correlation based on the spearman's rang correlation coefficient. The internal consistency of the responden is measured with the well-knowCronbach's alpa.

The calculation is performed for all respondents in each of the indicators the study. Then it will be based on the value of the average score (index) are categorized into the range of scores.

$$\text{Index} = \frac{1 \times F1 + 2 \times F2 + 3 \times F3 + 4 \times F4 + 5 \times F5}{n} \tag{1}$$

where F1, F2, F3, F4, and F5 each is the number of "strongly disagree", "disagree", "netral", "agree" and "strongly agree" and n is the number of respondents.

Table 1 Categories Of Interval Indices

Category	interval Index
Very satisfactory	4.21 to 5.00
Satisfying	3.41 to 4.20
Enough	2.61 to 3.40
Unsatisfying	1.81 to 2.60
Very Unsatisfying	1.00 to 1.80

IV. RESULTS

The results are summarized in Tables 2-5

Table 2 Questionnaire Results Data Recapitulation

No.	performance aspects	Variables	Respondents answer					Total
			TS	KS	C	S	SS	
1.	Effectiveness and Efficiency	X _{1,1}	-	-	9	17	2	28
		X _{1,2}	-	2	5	18	3	28
		X _{1,3}	-	-	13	12	3	28
		X _{1,4}	-	-	10	16	2	28
2.	Responsible	X _{2,1}	-	-	15	12	1	28
		X _{2,2}	-	-	10	14	4	28
		X _{2,3}	-	-	14	10	4	28
		X _{2,4}	-	-	11	13	4	28
		X _{2,5}	-	-	4	14	8	28
3.	Discipline	X _{3,1}	-	-	15	9	4	28
		X _{3,2}	-	-	9	16	3	28
		X _{3,3}	-	1	4	19	4	28
		X _{3,4}	-	1	8	15	4	28
4.	Initiative	X _{4,1}	-	1	8	13	6	28
		X _{4,2}	-	1	6	17	4	28
		X _{4,3}	-	-	12	13	3	28
		X _{4,4}	-	-	8	16	4	28

Validity

Validity of test results of the 28 respondents as in Table 3 note that the value of Spearman's rank correlation coefficient (R) is greater than the critical value (R0,05 = 0.318) so it can be concluded that all items are valid.

Table 3 Validity Test Results

No.	Performance aspects	Variables	R	Conclusion
1.	Effectiveness and Efficiency	X _{1,1}	0.451	Valid
		X _{1,2}	0.551	Valid
		X _{1,3}	0.387	Valid
		X _{1,4}	0.626	Valid
2.	Responsible	X _{2,1}	0.663	Valid
		X _{2,2}	0.749	Valid
		X _{2,3}	0.752	Valid
		X _{2,4}	0.738	Valid
		X _{2,5}	0.619	Valid
3.	Discipline	X _{3,1}	0.372	Valid
		X _{3,2}	0.622	Valid
		X _{3,3}	0.514	Valid
		X _{3,4}	0.602	Valid
4.	Initiative	X _{4,1}	0.687	Valid
		X _{4,2}	0.712	Valid
		X _{4,3}	0.748	Valid
		X _{4,4}	0.854	Valid

Reliability

From the test results can be seen that all α which is greater than the minimum value of reliability, and thus the entire item is declared reliable research questions

Table 4 Reliability Test Results

No.	Performance aspects	Variables	A	Conclusion
1.	Effectiveness and Efficiency	X _{1,1}	0.871	Reliable
		X _{1,2}	0.872	Reliable
		X _{1,3}	0.879	Reliable
		X _{1,4}	0.860	Reliable
2.	Responsible	X _{2,1}	0.862	Reliable
		X _{2,2}	0.856	Reliable
		X _{2,3}	0.856	Reliable
		X _{2,4}	0.857	Reliable
		X _{2,5}	0.863	Reliable
3.	Discipline	X _{3,1}	0.874	Reliable
		X _{3,2}	0.864	Reliable
		X _{3,3}	0.872	Reliable
		X _{3,4}	0.863	Reliable
4.	Initiative	X _{4,1}	0.860	Reliable
		X _{4,2}	0.861	Reliable
		X _{4,3}	0.855	Reliable
		X _{4,4}	0.853	Reliable

V. INDEX ANALYSIS AND DISCUSSION

Based on the calculation of each indicator can be seen that the indicators of effective performance aspects and efficiency, responsibility, discipline, and the initiative has an index value above 3.41. The index values illustrates that each indicator has been determined there is in satisfying all indicators category performance analysis of the tasks of management consultants BBPJN XI. After knowing the index value of these indicators, they invented the category of each of these indicators.

Table 5 Category Variable Based On Index Values

No.	Performance Aspects	Variables	Index Values	Category
1.	Effectiveness and Efficiency	X _{1,1}	3.75	Satisfy
		X _{1,2}	3.78	Satisfy
		X _{1,3}	3.64	Satisfy
		X _{1,4}	3.78	Satisfy
2.	Responsible	X _{2,1}	3.50	Satisfy
		X _{2,2}	3.78	Satisfy
		X _{2,3}	3.64	Satisfy
		X _{2,4}	3.75	Satisfy
		X _{2,5}	3.85	Satisfy
3.	Discipline	X _{3,1}	3.60	Satisfy
		X _{3,2}	3.78	Satisfy
		X _{3,3}	3.92	Satisfy
		X _{3,4}	3.78	Satisfy
4.	Initiative	X _{4,1}	3.85	Satisfy
		X _{4,2}	3.85	Satisfy
		X _{4,3}	3.67	Satisfy
		X _{4,4}	3.85	Satisfy

Directions Strategy For Improvement

1. Effectiveness and efficiency. The improvement should be directed towards maintaining coordination between the relevant institutions in order to avoid mistakes in communication.
2. Responsible. The improvement should be directed towards more attention to the arrangement of the documents pertanggal, months and years to make it more presentable to be easily searchable.
3. Discipline. The improvement should be directed towards more attention to scheduling attendance in offices and projects.
4. Initiative. The improvement should be directed towards the use of information from a variety of communication media (social media). It is very necessary to provide continuously updating information regarding the cost of materials, equipment, and wages.

VI. CONCLUSION

Conclusion-kesimpulan that can be made from this study is

1. Performance management consultant Banjarmasin BBPJJN XI can be viewed from the aspect of effectiveness and efficiency, responsibility, discipline, and initiative. Each of these aspects is subsequently expressed in some performance indicators that can be measured.
2. Through the measurement of performance indicators, showed that the overall performance of the management consulting Banjarmasin BBPJJN XI can be categorized as satisfactory, however given special attention to the indicators with the lowest score in every aspect of performance.
3. Based on the indicators of the lowest berskor and the results of follow-up interviews, formulate a strategy towards sustainable performance improvement. It is given to each aspect of effectiveness and efficiency, responsibility, discipline, and initiative.

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