

The Influence of Performance on Employee Work Productivity at the Regional Disaster Management Agency Office of Sidenreng Rappang Regency

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Abstract

This study aims to analyze the effect of employee performance on work productivity at the Regional Disaster Management Agency of Sidenreng Rappang Regency and to identify aspects that require improvement. This study was motivated by existing problems related to employee discipline and punctuality, including tardiness and leaving the office before the end of working hours. The study employed a descriptive quantitative approach. The population consisted of 76 community members who had received services or participated in disaster management activities, with a sample of 43 respondents selected using a simple random sampling technique. Data were collected through observation, literature review, and questionnaires and were analyzed using descriptive analysis, validity testing, reliability testing, and simple linear regression analysis. The results showed that employee performance obtained a percentage of 74.8%, while work productivity reached 74.9%, both of which were categorized as agree. The correlation coefficient was 0.576, while the coefficient of determination was 0.332, indicating that employee performance contributed 33.2% to work productivity, while the remaining 66.8% was influenced by other factors outside the scope of this study. The t-test result was 4.516 with a significance value of $0.000 < 0.05$. Therefore, employee performance has a positive and significant effect on work productivity. Commitment was the highest performance indicator, while punctuality and work enthusiasm remain aspects that require improvement.

Keywords: Employee Performance, Work Productivity, Employees, Regional Disaster Management Agency.

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A. INTRODUCTION

Human resources are considered one of the essential elements in determining organizational success. Organizational goals can be achieved more effectively when employees demonstrate good abilities and performance. Employee performance is not only reflected in the results produced but is also associated with the quality and quantity of work, punctuality, effectiveness, independence, and commitment demonstrated in carrying out assigned responsibilities.

Performance has been defined as the work results achieved by an individual in carrying out duties and responsibilities assigned to them. According to Mangkunegara (2017), performance is defined as the quality and quantity of work achieved by an employee in performing duties in accordance with the responsibilities assigned. Performance refers to the results or level of achievement

attained by an individual in carrying out work based on predetermined standards, targets, or criteria.

According to Robbins, employee performance can be measured through six indicators: work quality, work quantity, punctuality, effectiveness, independence, and commitment. These indicators demonstrate that performance is assessed not only based on final work outcomes but also on the processes and abilities demonstrated by employees in performing their duties effectively and responsibly.

A close relationship has been identified between employee performance and work productivity. Productivity generally reflects the ability of individuals or organizations to generate optimal outputs through the effective and efficient utilization of available resources. Therefore, productivity is not merely associated with the quantity of work produced but also with quality, ability, work enthusiasm, self-development, and efficiency in performing work.

According to Sutrisno, work productivity is defined as a comparison between the results obtained and the resources or time utilized in producing work. Work productivity can be measured through ability, improvement in achieved results, work enthusiasm, self-development, quality, and efficiency. Thus, work productivity reflects the ability of employees to produce optimal results through the effective utilization of available resources.

Studies concerning the relationship between performance and work productivity have previously been conducted. Irmawati and H. (2022) found that performance appraisal had an effect on employee work productivity at Barebbo District Office, Bone Regency. Similar findings were reported by Zain and Syamsir (2023), in which performance appraisal was found to influence employee work productivity. Meanwhile, Fitriana (2022) demonstrated the existence of a relationship between performance appraisal and employee work productivity.

In government organizations, employee performance is considered increasingly important because it is directly associated with the quality of services provided to the public. This condition also applies to the Regional Disaster Management Agency of Sidenreng Rappang Regency. The agency is responsible for disaster management activities, including prevention, mitigation, emergency response, rehabilitation, and post-disaster reconstruction.

Indonesia is recognized as a country with a high level of vulnerability to various types of disasters. Therefore, the existence of disaster management institutions supported by employees with good performance and productivity is considered essential. Muslim and Anjani (2021) explained that the performance of disaster management agencies plays an important role in the successful implementation of disaster management activities. Similarly, Ade Putra et al. emphasized the importance of institutional capacity in carrying out disaster management responsibilities effectively.

Sidenreng Rappang Regency is one of the areas exposed to various potential disasters. Therefore, the Regional Disaster Management Agency of Sidenreng Rappang Regency is required to provide services that are prompt, accurate, effective,

and responsive. The successful implementation of these responsibilities is largely influenced by employee performance and work productivity.

Based on preliminary observations conducted in October 2025, several problems related to employee discipline and punctuality were still identified. Some employees were observed arriving late and leaving the office before the end of official working hours. This issue requires attention because punctuality is considered an important element of employee performance, particularly in an institution responsible for responding to emergency situations.

These disciplinary issues are also associated with the provisions concerning civil servant discipline as stipulated in Government Regulation Number 94 of 2021. Employees are required to comply with working-hour regulations and perform their official duties responsibly.

Based on these issues, this study was conducted to determine the effect of employee performance on work productivity at the Regional Disaster Management Agency of Sidenreng Rappang Regency. The study was also intended to identify the aspects of employee performance and work productivity that had been adequately implemented and those that still required improvement.

The hypotheses were formulated as follows:

- Ha: Employee performance has a positive and significant effect on work productivity at the Regional Disaster Management Agency of Sidenreng Rappang Regency.
- H₀: Employee performance does not have a positive and significant effect on work productivity at the Regional Disaster Management Agency of Sidenreng Rappang Regency.

B. METHOD

The study was conducted at the Regional Disaster Management Agency Office of Sidenreng Rappang Regency. The research process included the stages of preparation, data collection, data processing, data analysis, and report preparation. This study employed a quantitative method with a descriptive approach. This approach was used to obtain an overview of employee performance and work productivity and to analyze the effect of employee performance on work productivity based on data collected through questionnaire-based measurements.

The population of this study consisted of 76 community members who had received services or participated in disaster management activities conducted by the Regional Disaster Management Agency of Sidenreng Rappang Regency. The sampling technique used was simple random sampling, meaning that every member of the population had an equal opportunity to be selected as a respondent. The sample size was determined using the Slovin formula with a margin of error of 10%, resulting in a sample of 43 respondents. The respondents consisted of community members who had received services or participated in disaster management activities during 2025.

Data were collected through three techniques: observation, literature review, and questionnaires. Observation was conducted to obtain an overview of the actual conditions and work implementation at the research location. The literature review was conducted by collecting various written sources relevant to the research topic. Meanwhile, questionnaires were used to obtain data based on respondents' experiences and perceptions regarding employee performance and work productivity.

The data were analyzed using descriptive quantitative analysis and simple linear regression analysis. Before conducting the regression analysis, the research instrument was tested using validity and reliability tests. The validity test was conducted to determine the ability of each questionnaire item to measure the research variables. The results indicated that all questionnaire items for both employee performance and work productivity were valid because they met the significance and correlation criteria used in the study. The reliability test was conducted using Cronbach's Alpha. The results showed a Cronbach's Alpha value of 0.703, which was higher than the minimum criterion of 0.60. Therefore, the research instrument was considered reliable and suitable for use in this study.

C. RESULTS AND DISCUSSION

1. Employee Performance at the Regional Disaster Management Agency of Sidenreng Rappang Regency

The results showed that employee performance obtained an average percentage of 74.8% and was categorized as agree. This result indicates that, in general, the community considered the employees of the Regional Disaster Management Agency of Sidenreng Rappang Regency to have performed reasonably well in carrying out their duties and providing services.

The results for each performance indicator are presented in the following table:

Table 1. Results of Employee Performance Indicators

No.	Indicator	Percentage
1	Work Quality	78%
2	Work Quantity	71%
3	Timeliness	67%
4	Effectiveness	78%
5	Independence	72%
6	Commitment	82%
Average Employee Performance		74.8%

Source: Processed research data, 2026.

As shown in Table 1, commitment obtained the highest percentage at 82%. This finding indicates that a relatively high level of responsibility and dedication was demonstrated by employees in carrying out their duties. Commitment is

considered an important aspect because it reflects employees' attachment and responsibility toward their work and organization.

Work quality and effectiveness each obtained a percentage of 78%, indicating that the services provided and tasks performed by employees were generally perceived as satisfactory. Work quantity obtained a percentage of 71%, while independence obtained a percentage of 72%.

The lowest percentage was obtained for punctuality, at 67%. This finding indicates that punctuality remains an aspect requiring further attention. The result is consistent with the preliminary observations, in which disciplinary issues, including tardiness and leaving the office before the end of working hours, were identified.

According to Robbins, punctuality is considered an important indicator in evaluating employee performance. Employees are expected not only to produce satisfactory work but also to complete assigned tasks within the established time frame. Therefore, employee discipline and compliance with working hours should be strengthened at the Regional Disaster Management Agency of Sidenreng Rappang Regency.

2. Employee Work Productivity

The results showed that employee work productivity obtained a percentage of 74.9% and was categorized as agree. This indicates that, in general, employee work productivity was considered reasonably good by the community.

Table 2. Results of Work Productivity Indicators

No.	Indicator	Percentage
1	Ability	70%
2	Improvement of Achieved Results	81%
3	Work Enthusiasm	66%
4	Self-Development	73%
5	Quality	80%
6	Efficiency	78%
Average Work Productivity		74.9%

Source: Processed research data, 2026.

The indicator of improvement in achieved results obtained the highest percentage at 81%. This finding indicates that efforts had been made by employees to improve work outcomes and service delivery. The quality indicator also obtained a relatively high percentage of 80%, indicating that the results of the work performed by the agency were generally perceived as satisfactory.

Efficiency obtained a percentage of 78%, while self-development obtained 73%. Ability obtained a percentage of 70%. Meanwhile, work enthusiasm received the lowest percentage at 66%.

The relatively low percentage of work enthusiasm indicates that further efforts are needed to improve employee motivation and enthusiasm in performing assigned duties. Work enthusiasm is considered an important factor related to

productivity because employees with higher motivation and enthusiasm tend to be more active and are more likely to produce optimal work outcomes.

This finding is consistent with Madjidu et al. (2022), who explained that work enthusiasm is associated with employee productivity. In addition, Irfan and Mahargiono (2023) found that work discipline and the work environment can contribute to work productivity.

3. The Effect of Employee Performance on Work Productivity

Before hypothesis testing was conducted, the research instrument was subjected to validity and reliability testing. The validity test results indicated that all statement items for both employee performance and work productivity were valid because the required correlation and significance criteria were fulfilled.

Table 3. Summary of the Results of the Effect of Employee Performance on Work Productivity

Statistic	Value
R	0.576
R Square	0.332
Regression Coefficient	0.577
Constant	7.274
t-value	4.516
Significance	0.000

Source: SPSS 27 data processing results, 2026.

The reliability test produced a Cronbach's Alpha value of 0.703. Since this value exceeded the minimum criterion of 0.60, the research instrument was considered reliable and suitable for use.

Simple linear regression analysis was performed to determine the effect of employee performance on work productivity. The analysis produced an R value of 0.576, indicating the existence of a relationship between employee performance and work productivity. The coefficient of determination, represented by the R Square value, was found to be 0.332. This result indicates that employee performance contributed 33.2% to employee work productivity. The remaining 66.8% was influenced by other factors that were not included in this study.

The hypothesis testing results produced a t-value of 4.516 with a significance value of 0.000. Since the significance value was lower than 0.05, H_a was accepted and H_0 was rejected. Therefore, it was concluded that employee performance had a positive and significant effect on work productivity at the Regional Disaster Management Agency of Sidenreng Rappang Regency. The positive regression coefficient indicates that an improvement in employee performance is followed by an increase in work productivity. When work quality, work quantity, punctuality, effectiveness, independence, and commitment are improved, work productivity is also expected to increase.

These findings support the theoretical framework applied in this study. According to Robbins, performance reflects an individual's ability to achieve work outcomes effectively and efficiently. Meanwhile, Sutrisno explained that work productivity is associated with the ability to produce optimal work outcomes through the effective and efficient use of available resources.

The relationship between these two concepts indicates that employee performance can be considered one of the factors supporting improvements in work productivity. Employees who demonstrate good work quality, complete tasks on time, work effectively, perform independently, and maintain commitment to the organization are more likely to achieve higher levels of productivity.

The findings are also consistent with the study conducted by Irmawati and H. (2022), in which performance appraisal was found to affect employee work productivity. Fitriana (2022) also demonstrated an effect of performance appraisal on employee work productivity. Furthermore, Kusufa et al. (2023) found that performance appraisal and work discipline were associated with work productivity. However, employee performance accounted for only 33.2% of the variation in work productivity. This result indicates that other factors, accounting for 66.8%, may also influence work productivity. Based on relevant theories and previous studies, these factors may include motivation, work discipline, the work environment, skills, leadership, compensation, training, and other organizational factors.

Therefore, improvements in work productivity at the Regional Disaster Management Agency of Sidenreng Rappang Regency should not be focused solely on improving employee performance. Other factors that may support the implementation of organizational duties should also be considered.

The results of this study demonstrate that employee performance has a positive and significant effect on work productivity at the Regional Disaster Management Agency of Sidenreng Rappang Regency. These findings indicate that improvements in the quality of employees' work performance can contribute to increased work productivity. Descriptively, employee performance obtained a percentage of 74.8%, while work productivity obtained 74.9%. Both variables were categorized as agree. Nevertheless, the findings also revealed several aspects that still require improvement.

Regarding employee performance, timeliness was the indicator with the lowest percentage, at 67%. This indicates that time discipline remains one of the issues requiring attention. In the context of the Regional Disaster Management Agency, timeliness is particularly important because the organization is expected to respond quickly and appropriately to various disaster-related situations. In contrast, commitment obtained the highest percentage at 82%. The high level of commitment indicates that employees possess a sense of responsibility and willingness to carry out their organizational duties. This commitment should be maintained and supported by improvements in discipline and punctuality.

Regarding work productivity, work enthusiasm obtained the lowest percentage at 66%. This finding indicates the need for efforts to improve employee

motivation and work engagement. Meanwhile, the indicator of improvement of achieved results obtained the highest percentage at 81%, indicating that employees have made efforts to achieve better work outcomes.

The findings of this study are consistent with the research conducted by Irmawati and H. (2022), which found that performance appraisal affects employee work productivity. Similarly, the study conducted by Zain and Syamsir (2023) showed that performance appraisal influences employee work productivity. However, the R Square value of 33.2% indicates that work productivity is not influenced solely by employee performance. The remaining 66.8% is influenced by other factors not examined in this study. Based on the theories and references used in the study, these factors may include motivation, work discipline, work environment, skills, leadership, training, and other organizational factors.

Therefore, improving work productivity cannot be achieved solely by improving employee performance in general. The organization also needs to pay particular attention to the aspects that received the lowest scores, especially timeliness and work enthusiasm. Overall, the findings show that commitment is the strongest indicator of employee performance, while improvement of achieved results is the highest indicator of work productivity. On the other hand, timeliness and work enthusiasm should become priority areas for improvement.

D. CONCLUSIONS

Employee performance obtained a percentage of 74.8% and was categorized as agree. The highest indicator was commitment, with a percentage of 82%, while the lowest indicator was punctuality, with a percentage of 67%. This finding indicates that employee commitment has become one of the strengths in carrying out organizational duties; however, discipline and punctuality still require improvement. Work productivity obtained a percentage of 74.9% and was categorized as agree. The highest indicator was improvement in achieved results, with a percentage of 81%, while work enthusiasm obtained the lowest percentage of 66%. Therefore, employee work productivity was generally considered satisfactory, although improvements in work enthusiasm are still required. Employee performance had a positive and significant effect on work productivity at the Regional Disaster Management Agency of Sidenreng Rappang Regency. This finding was supported by an R value of 0.576, an R Square value of 0.332 or 33.2%, and a t-value of 4.516 with a significance value of $0.000 < 0.05$. Therefore, it can be concluded that better employee performance is associated with higher work productivity. The remaining 66.8% of work productivity was influenced by other factors outside the employee performance variable. Therefore, future studies may be conducted by incorporating additional variables, such as motivation, work discipline, the work environment, leadership, competence, and other organizational factors.

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