



# Programme

## THE 14<sup>th</sup> MIICEMA CONFERENCE

MALAYSIA-INDONESIA INTERNATIONAL CONFERENCE ON ECONOMICS, MANAGEMENT AND ACCOUNTING 2013

### ASEAN Economic Community 2015: Issues and Challenges

IPB International Convention Center (IICC)  
Botani Square, Bogor, West Java - Indonesia

Wednesday - Thursday  
October 9 - 10, 2013



Organized by :

Faculty of Economics and Management  
Bogor Agricultural University



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# Programme

## THE 14<sup>th</sup> MIICEMA CONFERENCE

MALAYSIA-INDONESIA INTERNATIONAL CONFERENCE ON ECONOMICS, MANAGEMENT AND ACCOUNTING

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## THE 14<sup>th</sup> MIICEMA CONFERENCE PROGRAMME

### DAY 1<sup>st</sup>      Wednesday, October 9

08.00-09.00	REGISTRATION AND MORNING TEA	Lobby IICC
09.00-10.00	OPENING SESSION	Ballroom 2 IICC
09.00-09.10	Welcome Remarks: Dean of Faculty of Economics and Management IPB <i>Dr. Yusman Syaukat</i>	
09.10-09.20	Message: MIICEMA Coordinator <i>Prof. Dr. Nor Ghani Md Nor (Universiti Kebangsaan Malaysia)</i>	
09.20-09.30	Message: Dean and Departmental Chair Forum of the State University Council of the Western Indonesia Region Coordinator <i>Dr. Ridwan Nurazi (University of Bengkulu)</i>	
09.30-10.00	Opening Remarks and Soft Launching of <b>ASEAN Journal of Economics, Management &amp; Accounting</b> Rector of IPB <i>Prof. Dr. Herry Suhardiyanto</i>	
10.00-12.00	PLENARY SESSION	
10.00-10.45	Keynote Address: Vice Minister of Trade, Republic of Indonesia <i>Dr. Bayu Krisnamurthi</i>	
10.45-11.30	Invited Speaker: Indonesian Ambassador for Thailand <i>H.E. Mr. Lutfi Rauf</i>	
11.30-12.00	Invited Speaker: National University of Malaysia <i>Prof. Dr. Jamal Othman (Universiti Kebangsaan Malaysia)</i>	
12.00-13.00	LUNCH BREAK	
13.00-14.30	PARALLEL SESSIONS <b>Room: BARANANGSIANG CAMPUS</b>	
	Economics and Trade Moderator: <i>Dr. Sahara</i>	Mawar
	Accounting And Finance Moderator: <i>Dr. Abdul Kohar</i>	Melati
	Human Resources Management Moderator: <i>Dr Ir Lukman M.Baga, MEd</i>	Cempaka
	Knowledge and Management Innovation Moderator: <i>Dr Ir Suharno, MAdEv</i>	Kenanga
14.30-14.45	Shift	

14.45-16.00	PARALLEL SESSIONS <b>Room: BARANANGSIANG CAMPUS</b>	
	Economics and Trade Moderator: <i>Dr. Harya Kuncara, SE, M.Si</i>	Mawar
	Accounting And Finance Moderator: <i>Dr. Amzul Rifin</i>	Melati
	Human Resources Management Moderator: <i>Dr Ir Lukman M.Baga, MEc</i>	Cempaka
	Knowledge and Management Innovation Moderator: <i>Dr Ir Suharno, MADev</i>	Kenanga
16.00-16.30	Coffee Break, Prayer	
16.30-18.00	PARALLEL SESSIONS <b>Room: BARANANGSIANG CAMPUS</b>	
	Consumer Behavior Moderator: <i>Dr. Mukhamad Najib</i>	Kenanga
	Sharia Economics And Finance Moderator: <i>Dr Ir Lukman M.Baga, MEc</i>	Cempaka
	Agribusiness and Entrepreneurship Moderator: <i>Dr. Andriyono Kilat Adhi</i>	Melati
	Graduate Student Forum Moderator: <i>Dr. Sahara</i>	Mawar
19.00-22.00	WELCOME DINNER <b>Room: BALLROOM 2 IICC</b>	

**DAY 2<sup>nd</sup> Thursday, October 10**

08.00-10.00	PARALLEL SESSIONS <b>Room: BARANANGSIANG CAMPUS</b>	
	Economic and Trade Moderator: <i>Dr. Aceng Hidayat</i>	Kenanga
	Sharia Economic And Finance Moderator: <i>Dr. Dedi Budiman Hakim</i>	Cempaka
	Agribusiness and Entrepreneurship Moderator: <i>Dr. Netti Tinaprila</i>	Melati
	Graduate Student Forum Moderator: <i>Dr. Jono M. Munandar</i>	Mawar
10.00-10.30	Break	
10.30-12.00	Keynote Speech from the Chairman of National Economic Committee (Komite Ekonomi Nasional) Indonesia, <i>Dr. Chairul Tanjung</i> Moderator: <i>Prof. Dr. Hermanto Siregar</i>	Ballroom 2 IICC
12.00-13.30	Closing Ceremony and Lunch Break	
14.00-16.00	Fieldtrip to Bogor Palace	
16.00-18.00	Fieldtrip to SKI	

# 1

SUB THEME  
**ECONOMIC AND TRADE**

WEDNESDAY, OCTOBER 9<sup>th</sup> 2013

ROOM : MAWAR

TIME : 13.00-14.30 PM

MODERATOR

*Dr. Sahara*

1. THE MACROECONOMIC CAUSE OF STOCK MARKET VOLATILITY:  
EMPIRICAL STUDY BASED ON MALAYSIAN AND INDONESIAN DATA  
Lida Nikmanesh, Abu Hassan Shaari Md Nor and Tamat Sarmidi
2. RESOURCE CURSE, ECONOMIC FREEDOM AND ECONOMIC  
DEVELOPMENT  
Tamat Sarmidi, Yaghoob Jafaria, Abu Hassan Shaari Md Noor
3. OIL PRICE SHOCK AND THE ROLE OF MONETARY AND FISCAL POLICY ON  
INDONESIAN STOCK MARKET: A SIGN RESTRICTION VAR ANALYSIS  
Rossanto Dwi Handoyo, Mansor Jusoh, Mohd. Azlan Shah Zaidi
4. INCOME DIFFERENCES AND INTRA INDUSTRY TRADE AMONG ASEAN  
COUNTRIES  
Amzul Rifin
5. ANOMALY OF CAPITAL MARKET: PUBLIC HOLIDAYS AND RELIGIOUS  
HOLIDAYS  
Danang Adi Putra, Eddy Suranta, Rini Indriani
6. THE INVESTIGATION OF FUNDAMENTAL EFFECTS, INTEREST RATE,  
EXCHANGE RATE AND INFLATION ON STOCK RETURN OF BANKING  
SECTOR IN INDONESIA STOCK EXCHANGE  
Ridwan Nurazi

# 2

SUB THEME  
**ACCOUNTING AND FINANCE**

WEDNESDAY, OCTOBER 9<sup>th</sup> 2013

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ROOM : MELATI

TIME : 13.00-14.30 PM

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MODERATOR

*Dr. Abdul Kohar*

7. THE ANALYSIS OF BEARISH AND BULLISH BY USING CANDLESTICK ANALYSIS  
Berto Usman
8. LEVERAGE AND CORPORATE DEMAND FOR INSURANCE IN MALAYSIA  
Mohamad Abdul Hamid
9. EFFECT OF PROFITABILITY AND INVESTMENT OPPORTUNITY SET OF CASH DIVIDEND POLICY WITH THE LIQUIDITY AND LEVERAGE  
Ayu Martazela, Fenny Marietza, Pratana Puspa Midiastuty
10. INFLUENCE OF FOREIGN BOARD MEMBERSHIP, BOARD INDEPENDENCE AND FOREIGN OWNERSHIP TO FIRM VALUE (EMPIRICAL STUDY ON MANUFACTURING COMPANY LISTED AT BEI YEAR OF 2009-2011)  
Nikmah, Fitrawati Ilyas, Sigit Arifianto
11. THE EFFECT OF UNDERSTANDING OF TAX ACCOUNTING, SERVICE QUALITY OF TAX OFFICERS, AWARENESS OF TAXPAYERS AND TRANSPARENCY IN TAXATION TOWARD OBEDIENCE OF CORPORATE TAXPAYERS IN BENGKULU CITY  
Sriwidharmanely, Darman Usman, Emilda Sulastri
12. DOES INCOME GAP MATTERS FOR THE HOUSEHOLD DEBT ACCUMULATION?  
Mohd Afzanizam Abdul Rashid, Tamat Sarmidi, Nor Ghani Md Nor, Abu Hassan Shaari Md Noor

# 3

## SUB THEME HUMAN RESOURCES MANAGEMENT

WEDNESDAY, OCTOBER 9<sup>th</sup> 2013

ROOM : CEMPAKA

TIME : 13.00-14.30 PM

MODERATOR

*Dr. Ir. Lukman M.Baga, MEd*

13. THE INFLUENCES OF LEADERSHIP ROLE, MOTIVATION AND EMPLOYEES COMMITMENT TOWARD EMPLOYEE'S PERFORMANCE AT THE DEPARTMENT OF MINES AND THE ENERGY OF NORTH BENGKULU DISTRICT  
Praningrum, Melva Hero, and Syaiful Anwar
14. THE RELATIONSHIP BETWEEN TRANSFORMATIONAL LEADERSHIP CHARACTERISTIC, ORGANIZATIONAL COMMITMENT, AND JOB SATISFACTION OF THE EMPLOYEES OF FOUR STATE-OWNED BANKS IN PONTIANAK, WEST KALIMANTAN  
Ilzar Daud
15. COMPREHENSIVE PERFORMANCE MEASUREMENT SYSTEMS AS A PROCESS OF ROLE CLARITY AND PSYCHOLOGICAL EMPOWERMENT: HOW THEY CAN REDUCE JOB TENSION AND IMPROVE MANAGERIAL PERFORMANCE  
Fransiskus E. Daromes
16. MODEL OF SMEs PERFORMANCE IMPROVEMENT THROUGH THE DEVELOPMENT OF HUMAN CAPITAL AND SOCIAL CAPITAL  
Anggraini Sukmawati, Lindawati Kartika, M. Sjamsun, Fauzan
17. EFFECT OF HUMAN RESOURCES, CEILING BUDGET, AND THE QUALITY OF REGULATION CHANGES IN LOCAL GOVERNMENT PROVINCIAL BUDGET BENGKULU  
Lismawati, Dita Try Maliza
18. THE ORGANIZATIONAL COMMITMENT ON RELATION BETWEEN BUDGET PARTICIPATION AND MANAGERIAL PERFORMANCE  
Isma Coryanata

# 4

SUB THEME  
**KNOWLEDGE AND MANAGEMENT INNOVATION**

WEDNESDAY, OCTOBER 9<sup>th</sup> 2013

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ROOM : KENANGA

TIME : 13.00-14.30 PM

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MODERATOR

*Dr. Ir. Suharno, MADev*

19. ANALYSIS OF CORPORATE GOVERNANCE MECHANISM AND EARNINGS MANAGEMENT: SHORT TERM AND LONG TERM ACCRUAL MODELS  
Wiyadi and Sutanta
20. CORPORATE GOVERNANCE MECHANISM AND EARNING MANAGEMENT WITH INTEGRATED MODEL  
Rina Trisnawati, Suleksi Ekawati
21. THE IMPACT OF HOMESTAY TOURISM DEVELOPMENT PROGRAM TO THE LOCAL COMMUNITY: A CASE STUDY OF HOMESTAY IN JOHOR  
Othman R; Salleh, N.H.M; Mohd Idris, S.H; Naufal, M
22. THE IMPACT OF INDIVIDUAL INVOLVEMENT IN SOCIAL NETWORKING SITES  
Willy Abdillah, Ferry Tema Atmaja, Effed Dartta Hadi, Susri Adeni
23. THE IMPACT OF SERVICE ORIENTATION ON ORGANIZATIONAL PERFORMANCES IN THE PUBLIC SECTOR  
Lizar Alfansi, Ferry Tema Atmaja, Fachri Eka Saputra, Effed Dartta Hadi



# 5

SUB THEME  
**ECONOMIC AND TRADE**

WEDNESDAY, OCTOBER 9<sup>th</sup> 2013

ROOM : MAWAR

TIME : 14.45-16.00 PM

MODERATOR

*Dr. Harya Kuncara, SE, M.Si*

24. AGRO INDUSTRY DOWNSTREAMING THROUGH TAX EXPORT AND PRODUCTIVITY INCREMENT POLICIES ON PRIMARY EXPORT COMMODITIES  
Lestari Agusalim, Rina Oktaviani, Lukytawati Anggraeni
25. THE ECONOMIC GROWTH CONVERGENCE ANALYSIS OF ASEAN+3 COUNTRIES AND THE FACTORS THAT INFLUENCE THE ECONOMIC GROWTH  
Manda Khairatul Aulia, Wiwiek Rindayati
26. THE INFLUENCES OF EXPENDITURE DEVELOPMENT AND LABOR FORCE TO THE ECONOMICS GROWTH IN BENGKULU PROVINCE  
Handoko Hadiyanto
27. ANALYSIS OF THE SRAGEN MUNICIPALITY GOVERNMENT ORGANIZATIONAL CAPACITY  
Agung Riyardi, Widodojono, Muzakar Isa
28. FOREIGN SHOCKS, MONETARY POLICY, AND MACROECONOMIC FLUCTUATIONS IN A SMALL OPEN ECONOMY: A SVAR STUDY OF MALAYSIA  
Zulkefly Abdul Karim
29. VOLATILITY OF FOOD PRICE AND ITS INFLUENCING FACTORS IN INDONESIA  
Arini Hardjanto, Yusman Syaukat, Bonar M. Sinaga

# 6

## SUB THEME ACCOUNTING AND FINANCE

WEDNESDAY, OCTOBER 9<sup>th</sup> 2013

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ROOM : MELATI

TIME : 14.45-16.00 PM

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MODERATOR

*Dr. Amzul Rifin*

30. ACCOUNTABILITY CAMPAIGN FUNDS: EFFECT OF THE LEVEL OF PUBLIK UNDERSTANDING AND POLITICAL PARTY MEMBERS ON ACCOUNTABILITY (STUDY OF PERCEPTION KPU AND PANWASLU IN BENGKULU CITY)  
Fachruzzaman, Morry Putrado
31. FINANCIAL PERFORMANCE OF LOCAL GOVERNMENT, LKPD OBTAINING WTP OPINION, AND CAUSE CONTROVERSY DECISION IN THE PROVINCE BENGKULU  
Kamaludin, Fachruzzaman
32. THE EFFECT OF REPUTATION, ETHICS AND SELF ESTEEM ON BUDGETARY SLACK WITH LOCUS OF CONTROL AS A MODERATING VARIABLE  
Lisa Martiah Nila Puspita, Etika Yessianti
33. THE EFFECT OF FIRM SIZE, DEBT TO EQUITY RATIO TO PROFITABILITY WITH EARNINGS GROWTH AS MODERATING VARIABLE ON THE FIRM OF REAL ESTATE LISTED IN INDONESIA STOCK EXCHANGE  
Danang Adi Putra, Madani Hatta, Pratana Puspa Midiastuty
34. ANALYSIS RELATED EARNINGS OF GENUINESS AREA, TRANSFER OF CENTRAL GOVERNMENT, BY INDEPENDENCE AREA THE LOCAL GOVERNMENT AREAS IN PROVINCE BENGKULU  
Fachruzzaman, Ahmad Fajri Afrendi

# 7

## SUB THEME HUMAN RESOURCES MANAGEMENT

WEDNESDAY, OCTOBER 9<sup>th</sup> 2013

ROOM : CEMPAKA

TIME : 14.45-16.00 PM

MODERATOR

*Dr. Ir. Lukman M. Baga, MEd*

35. ADMINISTRATOR'S ROLE IN TRAINING PROGRAMS AS AN ANTECEDENT OF TRAINING TRANSFER  
Azman Ismail, Ng KuehHua
36. PEKERJA TERANCAM DALAM PERKIRAAN UNDANG-UNDANG MENGIKUT STANDARD MINIMUM PEMBURUHAN MALAYSIA  
Zulkifly Osman
37. CONSULTATION-BASED BUSINESS LEARNING: THE CRITICAL SUCCESS FACTORS  
Ahmad Raflis Che Omar, Suraiya Ishak, Zaimah Darawi, Jumaat Abd. Moen
38. THE IMPACT OF EMPLOYMENT LINKAGES ON THE MALAYSIAN ECONOMY  
Noorasiah Sulaiman & Ahmad Fikri Mohd Fauzi
39. CAREER DEVELOPMENT ON REGIONAL PUBLIC AND PRIVATE OFFICIALS (COMPARATIVE STUDY ON GENERAL HOSPITAL DR. M. YUNUS BENGKULU AND PT. BANK BENGKULU)  
Slamet Widodo, Fahrudin JS Pareke, Berto Usman
40. DISPARITY, CONVERGENCE, AND DETERMINANT OF REGIONAL LABOUR PRODUCTIVITY IN INDONESIA  
Aisyah Fitri Yuniasih, Muhammad Firdaus, Idqan Fahmi

# 8

SUB THEME  
**KNOWLEDGE AND MANAGEMENT INNOVATION**

WEDNESDAY, OCTOBER 9<sup>th</sup> 2013

ROOM : KENANGA

TIME : 14.45-16.00 PM

MODERATOR

*Dr. Ir. Suharno, MADev*

41. THE EFFECT OF EARNINGS MANAGEMENT ON CORPORATE SOCIAL RESPONSIBILITY AND GOING CONCERN OPI  
Suwandi Ng, Sam Ronald
42. CORPORATE SOCIAL RESPONSIBILITY: A STUDY OF INDONESIAN CONSUMER  
Maryono, Jun-Yen Lee
43. ANALYSIS OF SPATIAL CONCENTRATION AND AGGLOMERATION FACTOR OF MANUFACTURING INDUSTRY IN WESTERN REGION OF INDONESIA  
Meilani Putri, Wiwiek Rindayati
44. EXAMINATION OF USE BEHAVIOUR OF ACADEMIC INFORMATION SYSTEM IN UNIVERSITY OF BENGKULU USING UAUT (UNIFIED THEORY OF ACCEPTANCE AND USE OF TECHNOLOGY) APPROACH  
Effed Darto and Muhamad Abduh
45. SUPERVISORY BOARD AND AUDIT QUALITY POST REVISED CODE OF CORPORATE GOVERNANCE: THE CASE OF INDONESIA'S LISTED COMPANIES  
Zaitul

# 9

## SUB THEME CONSUMER BEHAVIOR

WEDNESDAY, OCTOBER 9<sup>th</sup> 2013

ROOM : KENANGA

TIME : 16.30-18.00 PM

MODERATOR

*Dr. Mukhamad Najib*

46. THE INFLUENCE OF AFFECTIVE COMMITMENT, NORMATIVE COMMITMENT AND CONTINUANCE COMMITMENT ON CUSTOMER LOYALTY OF PT. BANK KALBAR IN WEST KALIMANTAN  
Nur Afifah
47. USING BENEVOLENCE VENDOR TO CREATE CONSUMER TRUST AT BUSINESS E -RETAILING  
Seprianti Eka Putri
48. DISCRIMINATING FACTORS BETWEEN LIGHT USERS AND HEAVY USERS OF SAVING ACCOUNT CUSTOMERS IN BENGKULU CITY  
Roosemarina A. Rambe
49. PERCEIVED VALUE : CONCEPTUAL MODEL FOR UPSCALE HOTEL  
Levyda, Dwi Kartini, Faisal Afiff, Popy Rufaidah
50. THE EFFECT OF THE QUALITY OF TOURISM PRODUCTS AND THE BRAND IMAGE OF TOURISM ON THE IMAGE OF BANDA ACEH AS A TOURISM CITY (A study based on marketing approach)  
Hafasnuddin
51. THE EFFECT OF COUNTRY OF DESIGN AND COUNTRY OF PRODUCT MANUFACTURING ON PERCEIVED QUALITY WITH INVOLVEMENT AS MODERATING VARIABLE: AN EXPERIMENTAL STUDY  
Rindang Matoati, Suci Paramitasari Syahlani, Fachri Eka Saputra

# 10

SUB THEME  
**SHARIA ECONOMIC AND FINANCE**

WEDNESDAY, OCTOBER 9<sup>th</sup> 2013

ROOM : CEMPAKA

TIME : 16.30-18.00 PM

MODERATOR

*Dr. Ir. Lukman M. Baga, MEc*

52. THE CONTRIBUTION OF CLASSICAL MUSLIM SCHOLARS ON THE THEORIES OF ECONOMIC GROWTH  
Tubagus Thresna Irijanto, Mohd. Azlan Shah Zaidi, Abdul Ghafar Ismail
53. THE APPLICABILITY OF ISLAMIC COMMERCIAL LAW IN ACTIVATING IDLE AGRICULTURAL LAND IN MALAYSIA  
Muhammad Hakimi Bin Mohd Shafiai
54. PREDICTION MODEL OF ZAKAH MAAL COMPLIANCE  
Imron Rosyadi
55. ISLAMIC DISCRETIONARY FUNDS AND CONVENTIONAL DISCRETIONARY FUNDS  
Sulaeman Rahman Nidar, Isnaeni Zulkarnaen
56. KEBERKESANAN DAN KESESUAIAN MEDIUM PROMOSI AGIHAN ZAKAT: KAJIAN KES DI NEGERI SELANGOR  
Hairunnizam Wahid, Sanep Ahmad

# 11

SUB THEME  
**AGRIBUSINESS AND ENTREPRENEURSHIP**

WEDNESDAY, OCTOBER 9<sup>th</sup> 2013

ROOM : MELATI

TIME : 16.30-18.00 PM

MODERATOR

*Dr. Andriyono Kilat Adhi*

57. THE IMPACTS OF INCREASING SOYBEAN PRICE ON TEMPEH INDUSTRIES PERFORMANCE AT CITEUREUP VILLAGE, BOGOR  
Tita Nursiah, Nunung Kusnadi
58. TRANSFORMING ENTREPRENEURS INTO SOCIAL ENTREPRENEURS: THE CASE OF TURKEY  
Mohammed Zain Bin Yusof, Ibnor Azli Bin Ibrahim, Mohamad Abdul Hamid
59. CIRI-CIRI KEUSAHAWANAN DAN KEJAYAAN USAHAWAN DI KELANTAN DAN SELANGOR  
Suhaila Abdul Kadir, Maisarah Ahmad
60. COMPETITIVENESS OF INDONESIAN SWEET POTATOES IN INTERNATIONAL MARKET  
Netti Tinaprilla, Riana Ayu Wulandari
61. THE RELATIONSHIP BETWEEN GOAL ATTAINMENT AND INTENTION TO REMAIN IN A FRANCHISE SYSTEM IN MALAYSIA: A DISCOVERY OF ENTREPRENEUR'S GOAL ATTAINMENT THEORY  
Mohd Hizam Hanafiah
62. THE STRUCTURAL MODEL OF ENTREPRENEURIAL INTENTION AMONG ECONOMIC STUDENTS  
Mumuh Mulyana and Yulia Nurendah

# 12

## GRADUATE STUDENT FORUM

WEDNESDAY, OCTOBER 9<sup>th</sup> 2013

ROOM : MAWAR

TIME : 16.30-18.00 PM

MODERATOR

*Dr. Sahara*

63. ARE WE READY TO STRENGTHENING THE SUPPLY CHAIN SECURITY? A CASE STUDY IN PORT KLANG  
Najmi bin Mohd Radzi, Azman Ismail
64. DOES SOCIAL CAPITAL INFLUENCE EMPOWERMENT? EVIDENCE FROM PASSION FRUIT FARMERS  
Kustoro Budiarta, Thamrin, Andri Zainal
65. WHY DON'T WE IMPLEMENT THE 'GETTING PRICE RIGHT' FOR HORTICULTURE AND BEEF COMMODITY PRICE? (AN IDEA FOR FOOD PRODUCTS PRICE ACT)  
Dina Nurul Fitria, Harianto
66. THE ROLE OF MANAGEMENT ACCOUNTING AND CONTROL SYSTEMS FOR MANUFACTURING COMPANIES  
Lukluk Fuadah
67. OPTIMIZATION AND RISK MANAGEMENT MODEL ANALYSIS IN DISTRIBUTION CHANNELS HIGHLANDS VEGETABLES SUPPLY CHAIN IN AGAM REGENCY, WEST SUMATRA  
Yuviani Kusumawardhani, Alim Setiawan, Lindawati Kartika, M Syamsun, Anggraini Sukmawati
68. THE INSTITUTIONAL ROLES IN IMPROVING FARMER'S CREATIVITY AND INNOVATION IN THE SYSTEM OF INTEGRATED FARMING IN GAPOKTAN SILIH ASIH, WEST JAVA  
Diana Lestari Ningsih, Amzul Rifin



# 13

## SUB THEME ECONOMIC AND TRADE

THURSDAY, OCTOBER 10<sup>th</sup> 2013

ROOM : KENANGA

TIME : 08.00-10.00 AM

MODERATOR

*Dr. Aceng Hidayat*

69. A STUDY OF SUMATRA CORRIDOR DEVELOPMENT TO IMPLEMENT  
“MASTERPLAN FOR ACCELERATION AND EXPANSION OF INDONESIA  
ECONOMIC DEVELOPMENT” AND AFTA 2015  
Ma'mun Sarma, Sugeng Budiharsono, Ahmad Yani
70. THE IMPACT OF ASEAN ECONOMIC COMMUNITY (AEC) ON FOREIGN  
DIRECT INVESTMENT  
Darma Rika Swaramarinda, Achmad Fauzi
71. THE EFFECT OF SOCIAL SECURITY INCOME AND SAVING ON LABOR  
SUPPLY OF ELDERLY IN INDONESIA  
Ratu Eva Febriani
72. MANAGEMENT OF HOUSEHOLD FOOD SECURITY IN RURAL POVERTY  
Ahmad Mardalis, Imron Rosyadi
73. AUTONOMOUS EMPOWERMENT MODEL FOR FARMERS TO ACTUALIZE  
REGIONAL FOOD SECURITY  
Maulidyah Indira Hasmarini, Didit Purnomo, Zainal Arifin
74. HONG KONG'S ACCESSION TO ACFTA: WILL IT BENEFITS ASEAN?  
Jamal Othman
75. SURFING THE WAVES OF ASEAN ECONOMIC COMMUNITY: SPILLOVER  
EFFECT OF FINANCIAL AND COMMODITY MARKETS AMONG ASEAN  
COUNTRIES  
Hawati Janor, Ruzita Abdul Rahim, Ahmad Rafli, Roslan Jaafar, Ehsan  
Hossenidoust
76. SENSE-MAKING IN CONTENT ANALYSIS: A RESEARCH NOTE ON  
NARRATIVE INTELLECTUAL CAPITAL INFORMATION DISCLOSURE IN  
ANNUAL REPORTS  
Mara Ridhuan Che Abdul Rahman, School of Accounting

# 14

SUB THEME  
**SHARIA ECONOMIC AND FINANCE**

THURSDAY, OCTOBER 10<sup>th</sup> 2013

ROOM : CEMPAKA

TIME : 08.00-10.00 AM

MODERATOR

*Dr. Dedi Budiman Hakim*

77. THE EFFECTIVENESS OF ZAKAT DISTRIBUTION ON ASNAF'S SOCIOECONOMICS: MAQASID AL-SYARIAH APPROACH  
Sanep Ahmad, Hairunizam Wahid, Rosbi Ab Rahman
78. TAWARRUQ DEPOSIT WITH WAKALAH PRINCIPLE: AN OPTION THAT TRIGGERS NEW ISSUES  
Abdul Ghafar Ismail, Nik Abdul Rahim Nik Abdul Ghani, Mat Nor Mat Zain
79. THE IMPACT OF DISPLACED COMMERCIAL RISK ON FINANCIAL STABILITY IN ISLAMIC BANKING INSTITUTIONS  
Noraziah Che Arshad, Roza Hazli Zakaria, Ahmad Azam Sulaiman @ Mohamad
80. MARKET STRUCTURE, COMPETITIVENESS AND CHALLENGES TO DEVELOP HALAL INDUSTRY IN MALAYSIA  
Mohd Ali Mohd Noor
81. THE PERCEPTION OF TAX PAYERS ON TAX KNOWLEDGE AND TAX EDUCATION WITH LEVEL OF TAX COMPLIANCE: A STUDY THE INFLUENCES OF RELIGIOSITY  
Mohd Rizal Palil, Mohd Rusyidi Md Akir, Wan Fadillah Bin Wan Ahmad

# 15

SUB THEME  
**AGRIBUSINESS AND ENTREPRENEURSHIP**

THURSDAY, OCTOBER 10<sup>th</sup> 2013

ROOM : MELATI

TIME : 08.00-10.00 AM

MODERATOR

*Dr. Netti Tinaprila*

82. AN OVERVIEW OF DEVELOPMENT AND OBSTACLES OF SMALL AND MEDIUM ENTERPRISES (SMES) IN BENGKULU PROVINCE  
Muhamad Abduh, Benardin, Effed Darta
83. THE IMPACT CORPORATE GOVERNANCE QUALITY, INSTITUTIONAL OWNERSHIP ON FIRM VALUE AND RISK TAKING BEHAVIOR  
Triyono
84. SUBJECTIVE RISK EXPECTATIONS, RISK ATTITUDE AND INVESTMENT PLAN: THE CASE OF OIL PALM SMALLHOLDERS IN INDONESIA  
Eko Ruddy Cahyadi
85. INFLUENCES OF RISK MANAGEMENT TO FIRM VALUE  
Ariane Satri Andina, Rini Indriani, Eddy Suranta
86. BUSINESS DEVELOPMENT OF PAPAYA BY CULTIVATING ON SUB OPTIMAL FIELD IN INDONESIA: A SOLUTION TO FRUIT IMPORT RESTRICTION  
Anna Fariyanti, M.Firdaus, Yayah K.Wagiono, Heri Harti, Endang Gunawan
87. ANALYSIS EDUCATION INEQUALITY AND ITS IMPACT ON ECONOMIC GROWTH IN RIAU PROVINCE  
Siswiny M.O. Br Tambunan, Sri Mulatsih, Sahara
88. RELATIONSHIP BETWEEN INNOVATION, COMPETITIVENESS, RISK, POLICIES AND ECONOMIC GROWTH IN BROILER FARM  
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## GRADUATE STUDENT FORUM

THURSDAY, OCTOBER 10<sup>th</sup> 2013

ROOM : MAWAR

TIME : 08.00-10.00 AM

MODERATOR

*Dr. Jono M. Munandar*

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90. ENTERPRISE RESOURCE PLANNING  
Anton Arisman
91. AN INNOVATION MODEL IN NEW INSTITUTIONAL ECONOMICS PERSPECTIVE IN PLANTATION AGRIBUSINESS  
Dina Nurul Fitria, Harianto
92. CONSUMER VULNERABILITY IN URBAN AREA  
Megawati Simanjuntak
93. SUPERIOR FARMER COMPETENCE MODEL IN FORMING THE CAPACITY BUILDING OF HIGHLAND VEGETABLE FARMING IN KARO DISTRICT, NORTH SUMATRA  
Raysah Yunita Rahma, Alim Setiawan, Lindawati Kartika, M Syamsun, Anggraini Sukmawati
94. LEADERSHIP STYLE AND ORGANIZATIONAL CULTURE: A REVISITING OF JOB SATISFACTIONS DETERMINANT  
Zulkarnain Siregar, Ramadhan Putra M. Noor
95. THE IMPACT OF TECHNOLOGICAL GROWTH ON ECONOMIC PERFORMANCE IN INDONESIA  
Hery Ferdinan
96. ANALYSIS OF THE LEADING SECTORS AND THE FACTORS INFLUENCING EMPLOYMENT IN EAST KALIMANTAN  
Farah Meiska Wijaya, Yeti Lis Purnamadewi
97. FAMILY ENTREPRENEURSHIP AS A SOLUTION TO FACE THE CHALLENGES OF ECONOMIC HARDSHIP OF INDONESIA  
Megawati Simanjuntak

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**THE INFLUENCES OF LEADERSHIP ROLE, MOTIVATION AND EMPLOYEES  
COMMITMENT TOWARD EMPLOYEE'S PERFORMANCE AT THE DEPARTMENT OF  
MINES AND THE ENERGY OF NORTH BENGKULU DISTRICT**

**Praningrum, Melva Hero, and Syaiful Anwar**  
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**ABSTRACT**

The purpose of this research is to analysis the influences of leadership role, motivation and commitment employees, towards the employee perfomance on the Department of Mines and the Energy of North Bengkulu District. The data used were primary data, that collecting with interview and quetionnaires. Population of this reaserch was 54 people, all the population becomes the respondents. The type of the research was descriptive quantitative with multiple linear regression analysis.

The research showed that there is a positive and significant impact between the leadership role, motivation and commitment employees, towards the employee perfomance on the Department of Mines and the Energy of North Bengkulu District. Motivation is the biggest impact for the employee's performance.

Keywords: Leadership Roles, Motivation, Employee Commitment and Performance

## **INTRODUCTION**

### **1.1. The Research Background**

Human resources within an organization should always be considered, because any sophisticated technology used within an organization, and as well as the capital of any organization, employees in organization is that ultimately running. This suggests that without the support of the good quality of the employees in performing their duties that is difficult to achieve organizational success. Contributions of employees in an organization will determine the organization success.

Many studies on human resource and organizational issues are highlight the factors that affect employee performance. One of them is factor of leadership roles. As factors that drive the organization and also give examples of the behavior of employees, leadership role is crucial in the progress and failure of the organization (Mas'ud, 2004). The leadership role is not only the direction a strong organization in which the problems and the solutions widely known, but the leadership role is to take part in a context of change, the constant changes in the uncertain environment conditions (Alison and Hartley, 2000).

Another factor that influence employee performance is motivation. Motivation can affect employee performance, only with highly motivated employees will work earnestly. Rivai (2001) says that work motivation is efforts and the desires encouragement that exist within man, that activate, give the power and directing behavior to carry out the duties and responsibilities within his work.

Factors that affect the performance are the capabilities and motivating factor (Mangkunegara. 2000). On the other hand, in performing their duties in accordance with its function, so the employee's performance will also be determined by the employee's commitment to the organization. Commitment will reflect the seriousness level employees in carrying out their duties and functions. Performance is also often synonymous with a person's ability and the commitment to the profession (Seweikart and Larkin, in Joanna 2008).

Employee performance is often required in the Office of the Department of Mines and the Energy of North Bengkulu District. This office is one of the institutions of regional work units in North Bengkulu. Office of Mining and the Energy of North Bengkulu District led by a Head of Department and consists of five areas and secretary which is headed by a Head of Division.

There are several problems that occurred in the Office of the Department of Mines and the Energy of North Bengkulu. Sometimes leadership just looked at a work of a particular point of view alone, and he do not show a sense of satisfaction when subordinates are able to achieve the expected performance. This resulted in employees is not to motivated to finish the job as good as possible, so she/he does not achieve the expected performance. Leaders do not provide guidance and instruction to subordinates optimally resulting in a lack of work knowledge and than resulting less of employees performance.

Employees do not have the motivation and commitment to achieve the goals of the organization, so they have less responsibility to the organization. It was seen by the employee working hours which are less obeyed, coming late and they go home early, leaving the workplace during business hours, schedule delays in the process of preparation of the activities of a predefined schedule.

## **1.2 The Research Problem**

Based on the description in background, the problem which will be studied in this research is "How the Influence of Leadership Roles, Work Motivation and the Employee Commitment towards employee Performance at the Departement of Mining and Energy of North Bengkulu District?"

## **1.3. The Research Objectives**

The purpose of this study was to analyze the effect of Leadership Roles, Work Motivation and the Employee Commitment towards Employee Performance at The Departement Mining and Energy of North Bengkulu District"

## **1.4 The Benefits of Research**

For the Department Mining and Energy of North Bengkulu District this research would be give the input in formulating policies to improve the public service and employee performance.

## **LITERATURE REVIEW**

### **2.1 Performance**

An employee's performance is the results that achieved by employees in their work according to specific criteria that apply to a specific job. According to Robbins (2006) employee's performance is a function of the interaction between ability and the motivation. In a management study of worker or employees performance there are issues that require important consideration because the performance of individual employees in an organization are part of the organization's performance, and he/she can determine the performance of the organization. Success or failure of employees performance that the organization achieved will be affected by the level of an individual or a group employees performance.

Yukl (1998) uses the term proficiency that contain a broader means for performance. Performance are include, the terms of business, loyalty, potential, leadership, and the morale. Proficiency have been seen from three aspects, namely: the behaviors that indicated someone in work, real results or outcomes are workers achieved, and the judgments on factors such as motivation, commitment, initiative, potential leadership and the morale. Gibson (2002) defines performance is a result of work related to organizational goals such as, quality, efficiency, and the effectiveness and other criteria.

According to Schuler and the Jackson (1999) employees performance can be measured by:

1. Quality of work (refer to the accuracy and the margin of error).
2. Quantity of work (refer to the number of production or results).
3. Timeliness (referring to the completion of the task, in the time allowed).
4. Attendance and punctuality (refers to the accuracy and the adherence to work schedules as assigned).
5. Responsibility (referring to the completion of the task).
6. Cooperation with the other (referring to cooperation and the communication with providers and the co-workers).

### **2.2 Factors Affecting Performance**

Mangkunagara (2000) factors that affect the performance are the capabilities and motivating factor. Performance is also often synonymous with the ability of a commitment to a profession (Larkin and the Seweikart, in Johanna 2008). Simanjuntak (2001) work performance is affected by:1) Quality and the ability of employees, that



related to education/training, work ethic, motivation, mental attitude, and employees physical.2). Support facilities, that relating to the work environment (safety, occupational health, the production facility, technology) and other thing that relating to the welfare of employees (wages/salaries, social security, job security). 3). Extra facilities, are related to government policy and the industrial relations management.

According to Mathis and Jackson (2001) the factors that affect the performance of individual workers, were: 1) their ability, 2) motivation, 3) support received, 4) The existence of the work they do, 5) their relationship with the organization. McKenna and the Beach (1995) that performance factors are: knowledge, skills, attitudes towards work (enthusiasm, commitment and the motivation), quality of work, volume of production and the the interaction (communication, relationships within the group). Meanwhile, according to Stoner (1996) the employee's performance is affected by a number of factors such as leadership, motivation, ability, knowledge, expertise, communication, education, experience, training, interests, personality attitudes in conditions of physical and the physiological needs, social needs and the the needs of egoistic.

### **2.3. Leadership**

Robbins (2006) defines leadership is an activity to influence the behavior of people to work together toward a specific goal that they want together. In other words, leadership is the ability to influence a group toward the achievement of goals. He said that every leader has at least three conditions, 1). Social Perception is the ability to quickly see and the understand the feelings, attitudes, and the needs of the group members. 2). Ability in Abstract Thinking is a capability needed by a leader to be able to interpret the trends of activities, both inside and outside the group, in relation to the objectives of the group. These capabilities require a high level of intelligence in a leader. 3). Emotional Stability is the emotional maturity that is based on a profound awareness of the needs, desires, aspirations and mood, as well as the integration of all these things into a harmonious personality so that a leader can also feel the desires and aspirations of the group members.

Henry Mintzberg's in Robbins (2005), there are 10 leadership roles can be gruped as being primarily concerned with interpersonal relationship, transfer of information, and decision making.

1. The Interpersonal Roles, this function can be improved through formal position held by leader of the others. Interpersonal function is divided into three. a) As a figurehead, is symbolic head; required to perform a number of routine duties of a legal or social nature. b) As a Leader is responsible for the motivation and direction of subordinates c) As a Liaison is maintains a network of outside contacts that provide favors and information.
2. The Informational Roles, leaders often have to spend a lot of time in the affairs of receiving and disseminating information. There are three functions of leaders here: a) Monitor: are receives wide variety of information; serves as nerve center of internal and external information of the organization. b) Disseminator: are transmits information received from outsiders or from other subordinates to members of the organization. c). Spokesperson: are transmits information to outsiders on organization's plans, policies, actions, and results; serves as expert on organization's industry
3. The decisional Roles, there are four functions of leaders associated with the decision. a) Entrepreneurial on organization and its environment for opportunities and initiates projects to bring about change. b) Disturbance handler is responsible for corrective

action when organization faces important, unexpected disturbances, c) Resource Allocator is Makes or approves significant organizational decisions. d) Negotiator is responsible for representing the organization at major negotiations.

## **2.4 Motivation**

Motivation is an important subject for managers, because managers must work with and the through others. Managers need to understand the people who behave in certain ways in order to influence it to work in accordance with the desired organization (Handoko, 1999). According to Rival (2001) explains that work motivation is encouragement in the effort and the desire in human beings that activate, give the power and directing behavior to carry out the duties and responsibilities within his work.

Motivation is the processes that account for an individual's intensity, direction, and persistence of effort toward attaining a goal (Robbins 2005). Hierarchy of Needs Theory (Maslow in Robbins 2005). There is a hierarchy of five needs—physiological, safety, social, esteem, and self-actualization.

According to Mc Clelland (Robbins 2005), there are three types of needs motivation, 1) Need for Achievement, is the drive to excel, to achieve in relation to a set of standards, to strive to succeed, 2) Need for Affiliation, is the desire for friendly and close personal relationships, and 3) Need for Power, is the need to make others behave in a way that they would not have behaved otherwise. Herzberg in Robbins (2005) motivation hygiene theory, said that people behave in certain characteristic tend to be consistently related to job satisfaction and other to job dissatisfaction. Intrinsic factors are recognition, Responsibility and Achievement to be related to job satisfaction. Extrinsic factors are related to dissatisfaction such as salary, supervision, work conditions, and company policies.

## **2.5 . Employee commitment**

Commitment is a manifestation of the willingness of a person in individual commitments or the organizational commitment, which is described by the size of the effort (the amount of energy, time and think) or the amount of passion to continue learning for the achievement of personal goals (individual commitments) or a shared vision/organizational commitment.

Mowday, Porter & Steers (1991) in Robbins (1996 ) says that commitment consists of three factors: 1) Affective Commitment is a strong desire to remain a member of the organization. 2) Continuance Commitment is the willingness to strive for the organization. 3) Normative Commitment is a strong belief and acceptance the values and goals of the organization.

O'Reilly and Chatman in Mc Neesse - Smith (1996 ) also said that the commitment consists of three factors: 1) The internalization of organizational values. 2) Identify yourself as part of the organization. 3) Conduct appropriate values and desires of the organization (compliance). Fuad Mas'ud (2004), commitment are: 1) Feeling of being part of the organization. 2) Proude to the organization. 3) Concern for the organization. 4) Strong desire to work in the organization. 5) Great willingness to work for the organization. 6) There is no desire to change the job.

## **2.6 Previous Research**

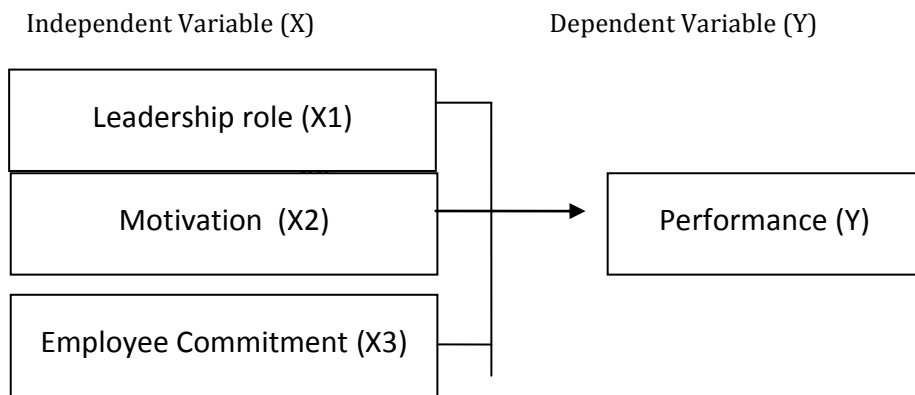
Setiadi (2006) shows: (1) There was an effect of work motivation, employees commitment and work environment simultaneously on employee performance at The

Lippo Bank Branch Semarang, then Ho is rejected and the Ha accepted, and the (2) There is an effect of work motivation, employees commitment and the partially work environment on employee performance at the Lippo Bank Branch Semarang, then Ho is rejected and the Ha accepted.

Wijaya (2006), show that (1) There is the influence of motivation, loyalty and the work ethic simultaneously on the performance of university economics lecturer at the Faculty of Padjadjaran, then Ho is rejected and the Ha accepted, and the (2) There is the influence of work motivation, employees commitment and the work environment partially to the economic performance of university faculty lecturer at Padjadjaran, then Ho is rejected and the Ha accepted.

## 2.7 Research Framework

Schematically, the concept of thinking in this study can be described as follows:



In this study will analyze the effect of a leadership role (X1), motivation (X2), employee commitment (X3) towards the employee performance (Y) at Departement of Mining and Energy of North Bengkulu District.

## 2.8 Hipotesis

Hiphotesis In this research there are any influence of a leadership role, motivation, employee commitment towards the employee performance at the Departement of Mining and Energy of North Bengkulu District.

## III. THE RESEARH METHOD

### 3.1 The Types of Research

This research is descriptive quantitative research, which descriptive is to describe and explore the Leadership role, Motivation and the Organizational Commitment and employee performance at the Departement of Mining and Energy of North Bengkulu District. Quantitative is research using the statistics to analyze the effect of the role of leadership, work motivation and the employees commitment to employee performance at the Department of Mines and Energy of North Bengkulu District, statistically

### 3.2 Operational Definition

Operational definition in this study are:

1. Performance is the achievement by an employee in performing the task or job, according to the standard criteria set out in the job. With indicators, quality of work, quantity of work, responsibilities, presence, timely and the cooperation.
2. The leadership role is oriented leader focused on improving the ability of the employee's skill development to improve the quality of employee performance with indicator the interpersonal roles, the informational roles and the decisional roles.
3. Motivation is willingness to expend high levels of effort to organizational goals, conditioned by the ability to effort to meet the individual needs with indicator, achievement, recognition, responsibility, supervision, salary, policy, and work conditions.
4. Employees commitment is a manifestation of the willingness of a person in individual commitments or the organizational commitment, which is described by the size of the effort continue learning for the achievement. Employee commitment have indicators feeling of being part of the organization, pride in the organization, concern for the organization, a strong desire to work in an organization, a great willingness to strive for organization, there is no intention to change the job.

### **3.3. Population and the Sample**

The population in this study were all employees of the Department of Mines and the Energy of North Bengkulu District, amounting to 54 people. All the population has been take as respondents.

### **3.4 The Data Collection Techniques**

The data taken in this study was the primary data and collecting by 1) Interviews; was conducted to obtain information from interviewees. This technique is necessary to explore and the gain a more in-depth information about the research variable, to five employee and used the purposive sampling method. And 2) Questionnaire was done by providing a list of questions to all employees (54 people) of the Department of Mines and the Energy of North Bengkulu District.

### **3.5 The Questionair Score**

The respondent's answer of questionair was measured using a Likert scale with five possible rated, were the highest score of 5 and the lowest score was given a value of 1. Alternative answers include rated, strongly agree (SA) with score 5, agree (A) with skor 4, agree enough (AE) with score 3, disagree (DA) with score 2, and strongly disagree (SDA) with score 1. The score will be averaged with the range: Average of 1.00 to 1.80: is very bad; Average of 1.81 to 2.60 is bad; Average of 2.61 to 3.40 is good enough; Average of 3.41 to 4.20 is good and Average of 4.20 to 5.00 is very good

### **3.6. Validity and Reliability Test**

Before the questionnaires distributed to the respondents, the questionnaire was distributed to 10 respondents for validity and reliability test. The results of testing the validity of the entire value known Corrected Item - Total Correlation of each item statement variable Y (Employee Performance), is greater than the value of r Product Moment Table means the entire statement variable Y (employee performance) in the study is valid and can use for this research. Reliability testing used in this study was to use the coefficient of Cronbach's Alpha test. Results Croncbach's Alpha value of each variable statement items Y (employee performance), all values above 0.600, which means that all the variables was reliable and can use for this research.

### 3.7 Data Analysis Techniques

Data analysis techniques used in this research is descriptive quantitative analysis method. Descriptive analysis describe phenomenon found in each study variable. This analysis is used to provide an explanation to support the statistic result. Quantitative analysis of the questionnaire data processing involves using figures or statistical calculation. The analysis used in this study is multiple regressions using SPSS 17.0 for Windows.

The multiple regression equation used is as follows:

$$Y = a + b_1 X_1 + b_2 X_2 + b_3 X_3 + e$$

Description: Y is the performance  
X1 is a leadership role  
X2 is the motivation to work  
X3 is the commitment of employees  
e is the error ( error rate )  
b1, b2, and b3 is the coefficient of each independent variable or free.

Hypothesis was to examine the effect of independent variables toward the dependent variable. The test use F test, was performed to determine the effect of independent variables on the dependent variable (simultaneously) tested on confidence level at 95% ( $\alpha=0,050$ ). t test was performed to determined the effect of each independent variable on the dependent variable (partially), t-test on confidence level of 95 % ( $\alpha=0,050$ ).

## IV. THE RESULTS AND DISCUSSION

### 4.1. Overview of the Research Unit

Department of Mines and Energy of North Bengkulu District, was established based on Local Regulation of North Bengkulu District No. 1 of 2008 about Organizational Structure and Local Government of North Bengkulu District. The local regulation is the implementation of Government Regulation No. 41 Year 2007 on Guidelines for Organization of the Region.

The Vision of the Department of Mines and Energy of North Bengkulu District, are to realization of energy resources, mineral and coal for the development of the North Bengkulu District. Mission of the Department of Mines and Energy of North Bengkulu District:

1. Increase public accessibilities to mineral, coal, water, energy and geological information.
2. Increase the value of minerals, coal, water and energy.
3. Improve supervision; management and control of business activities of minerals, coal, water and energy are efficient, effective, competitive, sustainable and environmentally friendly.
4. Improve the quality of human resources indicators mining and energy.
5. Implement service excellence, good governance and clean government.
6. Empowering communities around the mine.
7. Improve new and newer Electrical Energy.

The number of employees on the Department of Mines and Energy North Bengkulu district can be seen in table 4.1. The following:

**Table 4.1. The number of employees on the Department of Mines and Energy Of North Bengkulu District**

No	Sector	Job	Amount of Employee
1.	Secretariat	: Head Office	1
		Head of Section	3
		Staff	11
2.	General Mining Sector	: Head of Field	1
		Head of Section	3
		Staff	7
3.	The Geology and Mapping Sector	: Head of Field	1
		Head of Section	3
		Staff	4
4.	The Public Mining and Raw Minerals Sector	: Head of Field	1
		Head of Section	3
		Staff	4
5.	Gas and Electricity Sector	: Head of Field	1
		Head of Section	2
		Staff	9
		Total	54

Source: The Department of Mines and Energy North Bengkulu District, 2012

#### 4.2. Characteristics of Respondents

The identity of respondents are gender, education level, and work period from 54 respondents in the Department of Mines and the Energy of North Bengkulu district. The results of this study can be seen in Table 4.2.

**Table 4.2. Respondent Characteristic**

No.	Statement	Amount	Percentase
1	Gender	Male	35
		Female	19
2	Level of Education	SLTA	16
		D3	3
		S1	31
		S2	4
3	Work Period	< 5 Years	10
		5-10 Years	4
		11-20 Years	24
		21-30 Years	13
		31-38 Years	5
Total		54	100

Source: The Department of Mines and Energy of North Bengkulu District, 2012

Table 4.2, show that majority of employees at the Department of Mines and the Energy of North Bengkulu District are the man, 35 people (64.8%), the majority of education level are S1 about 31 people (57.4%), and the majority work period are 11 to 20 years as many as 24 people (44.4%). It means the employee can produce a good performance, because men work to fulfill obligations to his family and they have a good physical

ability to carry out work in the field. S1 is sufficient to do the job, and the work period 11-20 years have the good working experience to carry out the works at the Department of Mines and the Energy of North Bengkulu District.

#### 4.3 The Respondents Respons for Each Variable

##### 4.3.1. The Respondents Respons for Variable Employee Performance

The answers of the respondents to the variable performance can be seen in Table 4.3.

**Table 4.3. Respondents Respon Variable Employee Performance**

No.	Statement	SA	A	AE	DA	SDA	Total	Mean
1	Never make a mistake in accomplish the task	-	-	29	21	223	4,31	
2	Work always appropriate with established work standards	-	-	7	33	14	223	4,31
3	Finish the task match with the task that setting before	-	-	11	29	14	219	4,06
4	Always fast and precise in doing tasks assigned by the leader	-	-	11	31	12	217	4,02
5	Complete the the duties very detail and high accuracy	-	2	7	32	13	218	4,04
6	Do the job with responsibility	-	-	25	28	10	237	4,39
7	All the tasks can be completed on time allowed	-	-	11	29	14	219	4,06
8	Never delay the job	-	-	10	31	13	219	4,06
9	Employees come to the office and go home from office in accordance with the timetable set	-	-	3	33	18	231	4,30
10	In completing the task always looking for information and discussion with peer.	-	1	12	22	18	216	4,00
Average							4,15	

Source: Results of the research data processing 2012

Average of 1.00 to 1.80: is very bad; Average of 1.81 to 2.60 is bad; Average of 2.61 to 3.40 is good enough; Average of 3.41 to 4.20 is good and Average of 4.20 to 5.00 is very good

Based on the answers of respondents to variables employee performance that can be seen in Table 4.2 illustrates that in general, an employee of the Department of Mines and Energy of North Bengkulu District, already have a good performance, it can be seen from the average value (4.155) and some results respondents whose value is above average. Highest value (4.39) found in the questionnaire statement "is always responsible for the job", it illustrates that they are already aware, the actual tasks are the responsibility of the principal to be their best run, as already stated in the duties (duties and functions) of a Civil Servant.

In addition to the lowest value (4) the employee's performance variables in this study come from the statement "In the completion of the task/job worker for information/discussion with colleagues".

##### 4.3.2. The Respondents Respon to Variables of Leadership Role

Table 4.4. This variable describes the relationship between the role of leadership that can shape the performance of the employees in the Department of Mines and Energy of North Bengkulu District.

**Table 4.4. Respondents Respon for Variables Leadership Roles**

No.	Statement	SA	A	AE	DA	SDA	Total Score	Mean
1	Leaders always encourage employees to do the better work			8	29	17	225	4,17
2	Leader always gives employees confidence to perform their duties properly			11	27	16	221	4,1
3	Leader always sets the example by behaving in a manner consistent with the shared values			12	31	11	215	3,98
4	Leaders set a realistic goal for the organization / section, clearly convey the desired goal direction to subordinates			8	33	13	221	4,1
5	Leader capable of leading the working group effectively			11	28	13	214	3,97
6	Leaders are able to to give the information for those who need			17	31	6	205	3,8
7	Leaders always maintain relationships with external parties			10	29	15	221	4,1
8	Leaders seek new opportunities and respond to the various information.			13	23	16	213	3,95
9	Leader give direction to subordinates and give the instruction for work			11	30	13	218	4,04
10	Leaders can suggest a new way to complete work tasks			16	30	8	208	3,85
MEAN/Average								3,96

Source: Results of the research data processing 2012

Average of 1.00 to 1.80: is very bad; Average of 1.81 to 2.60 is bad; Average of 2.61 to 3.40 is good enough; Average of 3.41 to 4.20 is good and Average of 4.20 to 5.00 is very good

From the data in Table 4.4 it can be seen that the employees the Department of Mines and Energy of North Bengkulu District, had a positive response to the leadership. From the results of research conducted employee at Department of Mines and Energy of North Bengkulu District, on leadership variables, while the highest value contained in the questionnaire statement "Leaders always encourage employees to perform better in the work" of 4.17.

In addition to the lowest value in the variable leadership role in the study obtained from the statement "The leader is able to provide information to the parties involved" with a value of 3.8. But overall leadership role variables assessed the employees the Department of Mines and Energy of North Bengkulu District, well, evidenced by the average value of 4.01 means that this suggests that the role of leadership in the Department of Mines and Energy of North Bengkulu District, has a good behavior towards the employee, meaning that the leadership has put its position as developer of the organization and its employees



### 4.3.3 Respondents Respon for Variable Work Motivation

Similarly, the variable role of leadership, motivation variable in this research work is also divided into 10 statements. The response of the respondents described the motivation variables into statements are summarized into a table that contains the distribution of the answers of the respondents are illustrated in Table 4.5.

**Table 4.5. Respondents Respon for Variables Motivation**

No.	Statements	SA	A	AE	DA	DA	Total Score	Mean
1	You finish the work with clearly directives, duties and the functions	-	1	14	23	16	216	4,00
2	Your initiatives will convey positive assessment by superiors	-	1	15	29	9	208	3,85
3	Your duties and responsibilities in accordance with your education and skills	-	2	3	34	15	224	4,15
4	You get the attention from supervisors	-	-	2	27	5	219	4,06
5	Your Supervisor control your work done	-	-	5	35	4	205	3,80
6	You receive salary/wages according to work done	-	1	7	27	19	226	4,18
7	You received the training to improve your ability and skill	-	-	6	28	10	210	3,89
8	You receive supporting facilities and equipment for worked perfectly	-	1	4	32	7	207	3,83
9	You have good working and fun work environment	-	1	7	35	11	218	4,04
10	You have much work	-	1	2	37	4	206	3,81
							Average	3,96

Source: Results of the research data processing 2012

Average of 1.00 to 1.80: is very bad; Average of 1.81 to 2.60 is bad; Average of 2.61 to 3.40 is good enough; Average of 3.41 to 4.20 is good and Average of 4.20 to 5.00 is very good

Based on the answers of respondents to variables of work motivation, as can be seen in Table 4.5, illustrates that employee motivation is good enough, it can be seen from some of the answers of respondents whose value is above the average (3,961). Highest value obtained in a statement that describes the amount of salary and fees earned in accordance with the work performed In addition to the lowest value on work motivation variables in this study come from the statement "The supervision of the work provided by the employer" with a value of 3.80.

### 4.3.4. Respondents Respon for Variable Employee Commitment

On employee commitment variables used 10 questions are depicted in Table 4.6. This variable describes the relationship between employee commitment to establish the performance of the employees in the Department of Mines and Energy of North Bengkulu District.

**Table 4.6 Respondents Respon for Variables Employee Commitment**

No.	Statement	SA	A	AE	DA	DA	Total Score	Mean
1	You feel a part of the organization in the workplace	-	-	10	33	11	217	4,02
2	You feel proud of the organization for which to work	-	-	11	34	9	214	3,96
3	You feel emotionally bound with the organization in the workplace	-	4	9	30	11	210	3,89
4	You have a high loyalty to the organization	-	1	3	38	12	223	4,13
5	You seek at the upper limit of normal for organizations to succeed in the workplace	-	4	13	29	8	203	3,76
6	You keep stay in the organization because of a commitment to the organization.	-	3	8	28	15	217	4,02
7	You feel organizational problems in the work as well as your problem	-	-	14	31	9	211	3,91
8	You have sense of belonging on your workplace	-	2	7	38	7	216	4
9	You can't banded with other organizations like the place you work on	-	1	15	30	8	207	3,83
10	I'll stay where I had worked as a commitment to the organization	-	2	12	33	7	207	3,83
Average								3,93

Source: Results of the research data processing 2012

Average of 1.00 to 1.80: is very bad; Average of 1.81 to 2.60 is bad; Average of 2.61 to 3.40 is good enough; Average of 3.41 to 4.20 is good and Average of 4.21 to 5.00 is very good

Based on the answers of respondents to the variable employee commitment, as can be seen in Table 4.6, illustrates that employee commitment is good enough, it can be seen from the average value (4.15) and some of the answers of respondents whose value is above the average . Highest value contained in the questionnaire statement "has a high loyalty to the organization" of 4.13. In addition to the lowest value on employee commitment variables in this study come from the statement "Seek the upper limit of normal for the success of the organization in place to work" with a value of 3.76.

#### 4.4 Linear Regression Analysis

##### 4.4.1. Linear Regression Calculation Result

Regression calculations using SPSS for Windows obtained results:

- a. If the enhanced leadership role, it will be followed by an increase in employee performance, and vice versa if the diminished leadership role performance of employees will be reduced as well.
- b. If the increased work motivation will be followed by an increase in employee performance, and vice versa if the work motivation decreases, then the employee's performance is reduced.
- c. If the employee commitment increases, it will be followed by an increase in

employee performance, and vice versa if low employee commitment then it will to the low employee performance.

The Coefficient Regression as show below:

**Table 4.7. Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	8.400	2.993		2.806	.007
Leadership role	.208	.084	.251	2.478	.017
Motivation	.417	.106	.472	3.933	.000
Employe Commitment	.189	.074	.252	2.545	.014
R.840 <sup>a</sup>	Adjusted R Square .688		R Square.706	Std. Error of the Estimate 1.921	
F 39.969			Sig.....000 <sup>a</sup>		

<sup>a</sup>Dependent Variable: Kinerja Pegawai

Sumber: Hasil Pengolahan Data dengan SPSS Ver 17.00

Berdasarkan tabel 4.6 diperoleh koefisien regresi:

$$Y = 8.400 + 0,208 X_1 + 0,417 X_2 + 0,189 X_3$$

The coefficient of determination (R<sup>2</sup>) of 0.706 (70.6%). Of the coefficient of determination, it can conclude that the variable Y (employee performance) can be explained by the variables X1 (roles), X2 (motivation), and X3 (employee emittment) of 70.6%, while the remainder is equal to 29.4% explained by other variables that are not included in this research.

#### 4.4.2 Hypothesis Testing

To answer the hypothesis are the influence of leadership roles, motivation and employee commitment to employee performance in the Department of Mines and Energy of North Bengkulu District, District simultaneously and partially.

Significant values (sig F) is 0.000, which means that the Sig F (0,000) < α (0.05), it means there was positively and significantly impact the role of leadership, employee motivation and commitment, simultaneously toward employees performance of the Department of Mines and Energy of North Bengkulu District.

Significant values (sig t) is equal to .017 for X1, X2 at .000 for, and .014 for the X3, these results suggest that the value of sig t < (α), then Ho is rejected and Ha accepted, it means that there is a significant effect partially role of leadership, motivation and employee commitment, to employee performance at the Department of Mines and Energy of North Bengkulu District.

#### 4.5, Discussion of Results

Based on the multiple regression can be explained that the independent variables (the role of leadership, employee motivation and commitment), simultaneously affect the performance of employees at the Department of Mines and Energy of North Bengkulu District. The results are consistent with the results of the study Setiadi (2007 ) with the same variable is motivation and commitment of employees working with the object of

research in Lippo Bank Branch Semarang, which states that there is influence simultaneously between the variables of work motivation and employee commitment to the employee performance .

In addition , the results of this study are also consistent with the results of research conducted by Wijaya (2006 ) with the same variable is motivated by the object of study the Faculty of Economics, University of Padjadjaran which states that no effect of motivation on the performance of a lecturer at the Faculty of Economics, University of Padjadjaran.

F value is greater than the value of F table and a significantly smaller level of alpha is used , so it can be concluded that the hypothesis (Ho) is rejected and accept the alternative hypothesis (Ha) or simultan there is influence between leadership, employee motivation and commitment to employees performance at the Department of Mines and Energy of North Bengkulu District. That's explained that the independent variable (leadership, employee motivation and commitment) contributes to employee performance improvement at the Department of Mines and Energy of North Bengkulu District, So that when there is an increase in the role of leadership, motivation and employees commitment simultaneously, it will be able to improve employee performance. Conversely, if the role of leadership, motivation and employees commitment has decreased, the performance of employees also decreased .

Basically the performance of employees of Mining and Energy of North Bengkulu already have a good performance, it can be seen from some of the answers of respondents whose value is above average. This means that in the works, officials at the Department of Mines and Energy of North Bengkulu District, results-oriented work (performance) were good.

Similarly, the issue of responsibility in completing the work, it turns out the majority of the employees have a good sense of responsibility towards their duties, this case illustrates that they are already aware, the actual duties are the responsibility of the principal who should they run as well as possible, such as which already embodied in duties (duties and functions) of a Civil Servant. This is in accordance of the results of research that shows that this indicator is highest among other indicators, and also based on interviews with respondents.

Completion of task/job by discussing with colleagues necessary, establish working relationships with co-workers outside the office or the office environment is needed to support the work that will be done, as well as the communication that exists between the employee and the employer must be maintained, but in fact the results of research this indicator shows that the lowest among other indicators. Based on the results of interviews with respondents stating that required collaboration with colleagues to solve the task or job.

Employee of Mining and Energy of North Bengkulu District had a positive response to the leadership role. It is powered from the respondents' answers to the variables that describe the leadership role in the Department of Mines and Energy of North Bengkulu District, is good. Leaders always encourage employees to perform better at work because it would be a supporting factor for the employees in the work and improve employee performance. This is supported by the results of interviews with respondents stating that employers must be sensitive to the employees so that each employee/employees have the ability to work so that all work can be done well . Leaders always encourage employees to perform better by developing skills through training and leadership support for employee career advancement.

Leaders must be able to deliver and provide information to those who require because if the lack of direction given by the leaders of the employees resulting in sluggish even postpone completing the work, but in fact the results showed that the indicator is the lowest among other indicators.

The research show, that motivation have a significant positive effect on employee performance. This is supported also by the results of the respondents' answers to some of the statements related to work motivation. Highly motivated employees in terms of salary and salary expectations are obtained in accordance with the work done , it means that the rate of employee welfare should be improved further and give something worthwhile to employees with what they have done outside of work hours apply it supported with the results of interviews with respondents and oversight of the work was very important as a form of responsibility , as an employer/employee in carrying out their respective duties or to measure the level of employee discipline in their work environment.

Employee commitment illustrates that employee commitment is good, one indicator is high loyalty to the organization. Loyalty was required to support the course of a job well and on time so that employees can have a full sense of responsibility for the work it is powered on interviews with respondents.

However there is still a lack of indicators of good employee commitment, such as trying to above the normal range for the success of the organization in place work will result in less focus because employees with jobs seem to force theyself to do it that can lead to job burnout.

#### **4.7 Implications of The Research Findings**

Strategic implications is a step that can be done as a continuous improvement of the performance of employees in the Department of Mines and Energy of North Bengkulu District,. From the results of this study, there are several inputs that can be used as a strategic activity in improving employee performance.

One important factor in improving employee performance is leadership. The level of success of a leader can be seen from the influence of a leader in the supervision and the employee performance achievement.

Leader can improve employee's performance with develop several ways include:

1. Support by the leader to employees will make employees more confident and employees will be to maximize their duties within the organization.
2. Do the training and development for all employees in accordance with the knowledge and potential of employee, with employee expectations can be an expert in his field.
3. Responsibility for employee is a fundamental principle in the development of performance. By understanding and accepting responsibility for what they did and did not do to achieve their goals, employees learn about what they need to fix. Therefore, you should give confidence to subordinate leaders to take a decision in the execution of works of a technical nature and the results reported to the leadership.

Control or supervision by superiors to subordinates is a tool to motivate employees , if appropriate way . Good supervision is while looking at the performance of employees , employers should provide guidance , direction , and consultation to the task or the work of his subordinates . But everything is not optimal , so that future monitoring of

employee work through a disciplined assessment of employee attendance , absences during the morning assembly and apples , as well as monitoring the work of the consolidated results of execution of work each employee further enhanced,

If the perceived fair salary based on job demands , individual skill level and salary standards applicable to group certain jobs then there will be job satisfaction . In addition to staff salaries typically receive incentives derived from the activities of the unit / organization adapted to its contribution to the activity . However, these incentives are not evenly distributed either magnitude or administration. Granting honoraria or incentives to employees to be adapted to future work the employee.

## **V. CONCLUSIONS AND RECOMMENDATIONS**

### **5.1 Conclusion**

Based on the previous discussion we can conclude several things including :

1. There is positive and significant correlation between the variables a leadership role on the performance of employees at the Department of Mines and Energy of North Bengkulu District,
2. There is positive and significant correlation between the variables of work motivation on employee performance at the Department of Mines and Energy of North Bengkulu District, and the motivation of this work contributes the largest when compared to other variables. In addition, the motivation of employees at the Department of Mines and Energy of North Bengkulu District, The majority are good, even so, there are some employees that his motivation level is still not good.
3. There is positive and significant effect between employee commitment variables on the performance of employees at the Department of Mines and Energy of North Bengkulu District. There is positive and significant correlation between the variables of leadership roles work motivation and employee's commitment at the Department of Mines and Energy of North Bengkulu District, and performance of employees in this office has been good, although there are some employees who have a poor level of performance.

### **5.2 Suggestions**

Based on the above conclusions, there are some suggestions that may be useful to the Department of Mines and Energy of North Bengkulu District, in improving the performance of their personnel are as follows:

1. Leadership role of the Department of Mines and Energy of North Bengkulu District, should also be able to further improve the performance of the employees by providing opportunities and guidance in employee career development, giving more confidence than ever to carry out the activities.
2. An employee at the Department of Mines and Energy of North Bengkulu District, should increase the sense of responsibility to their job, should improve communication with fellow leaders and communication with other employees, because without good communication it will be hard to work well be done.
3. As an employee of the Department of Mines and Energy of North Bengkulu District, should be able to treat them to a human resources better, and can be a source of labor in the Department of Mines and Energy of North Bengkulu District, to the quality and quantity of the good work.

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