



The influence of the availability of human resources, facilities and infrastructure on organizational work effectiveness at the Faculty of Social and Political Sciences Nusa Cendana University

Yani H Seran¹, Marisa S.B. Seran²

¹Public Administration Study Program, Faculty of Social and Political Sciences, Universitas Nusa Cendana, Indonesia

²Government Science Study Program, Faculty of Social and Political Sciences, UniversitasTimor, Indonesia

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ABSTRACT

This research raises the problem of how to increase the effectiveness of organizational work by improving the availability of human resources, facilities and infrastructure at the Faculty of Social and Political Sciences, Nusa Cendana University. With the aim of finding out how much influence the availability of human resources, facilities and infrastructure has on the effectiveness of organizational work at the Faculty of Social and Political Sciences, Nusa Cendana University. The data analysis used in this research is a simple correlation analysis which shows that there is a simple relationship between the provision of human resources, facilities and infrastructure and the effectiveness of organizational work at the Faculty of Social and Political Sciences, Nusa Cendana University. After knowing the correlation between each variable, the next analysis is regression analysis. This analysis is intended to determine whether the influence of the identified factors (Xi) included in this research has an effect on the effectiveness of organizational work at the Faculty of Social and Political Sciences, Nusa Cendana University. The results of the research show that there is an influence between the provision of human resources, facilities and infrastructure on the effectiveness of organizational work at the Faculty of Social and Political Sciences, Nusa Cendana University. These three variables must be improved in both quality and quantity so that the effectiveness of organizational work at the Faculty of Social and Political Sciences, Nusa Cendana University can be further improved.

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Corresponding Author:

Yani H Seran,
Public Administration Study Program, Faculty of Social and Political Sciences,
Universitas Nusa Cendana,
Jl. Matani Raya, Lasiana, Kec. Klp. Lima, Kota Kupang, Nusa Tenggara Tim., Indonesia
Email: yaniserano502@gmail.com

1. INTRODUCTION

An effective organization is an organization that achieves its benefits by meeting the desires and needs of its stakeholders (Taylor et al., 1996), adapting organizational resources to opportunities (Taylor et al., 1996), adapting environmental changes flexibly and creating a culture to increase commitment (Taylor et al., 1996), creativity, shared values and shared beliefs (Kim & Jung, 2022); (Tadesse Bogale & Debelu, 2024). Organizational dynamics follow changes in the dynamics of human life, which leads to the continuity of the learning process towards the development of human resources that are in harmony

with the values of community life and can increase organizational effectiveness (Sung & Kim, 2021). The success of an organization in realizing its vision and mission is determined by the synergy of all elements involved, both internal and external (Ghonim et al., 2022).

The existence of human resources in constantly changing environmental conditions cannot be denied, therefore high adaptability is required so that organizations are not crushed by change itself. The ways that can be used to anticipate and respond to these changes, and the main strategies to start making changes (Chalab & Chraimukh, 2022) are as follows: (a) Better self-control accompanied by wisdom (Duckworth & Seligman, 2017); (b) Adapt to changes that occur while changing the paradigm of thinking and acting (Duckworth & Seligman, 2017); (c) Effective communication to build trust and develop cooperative relationships (Zeffane et al., 2011); (d) Alignment or balance between intellectual quote (IQ), emotional quote (EQ) and spiritual quote maturity (Duckworth & Seligman, 2017).

With the above strategy, at least human resources in the organization will make various efforts to adapt to global demands which tend to be borderless (Taylor et al., 1996). Basically the best way to research effectiveness is to pay attention simultaneously to three interconnected concepts, namely goal optimization, systematic perspective and pressure on human behavior in organizational structures (Reilly, 1998). Work effectiveness can also be measured from motivation in carrying out work. Thus it can be seen that achieving organizational work effectiveness at the Faculty of Social and Political Sciences, Nusa Cendana University can be influenced by three factors. These three factors are human resources, facilities and infrastructure.

The world of education is one of the means to make the nation's life more intelligent, as outlined in the fourth paragraph of the Preamble to the Constitution of the Republic of Indonesia of 1945. An intelligent nation certainly has a huge influence on a country's progress in various fields of life. The Faculty of Social and Political Sciences, Nusa Cendana University is an extension of the government, as an educational forum which is expected to be able to educate the existing generation for the progress of the nation and state of the Republic of Indonesia.

The Faculty of Social and Political Sciences at Nusa Cendana University consists of five (5) departments, namely the Department of Public Administration, the Department of Business Administration, the Department of Sociology, the Department of Communication and the Department of Political Science. In this research, the researcher only focused on two (2) departments, namely the Department of Public Administration and the Department of Business Administration, which is the first department in this faculty. The Department of Public Administration and the Department of Business Administration are one of the links in the chain of science development within the framework of the national education system, so it is necessary to pay attention, observe and study all existing trends of change so that they continue to exist, and can even take a more profitable position by building good institutional capacity, management and curriculum aspects.

The Department of Public Administration and Business Administration as part of the Faculty of Social and Political Sciences, Nusa Cendana University, in carrying out its academic activities is managed by leadership, executors and academic support elements with details: (a) Leadership elements consisting of: Head and Secretary of the Department and (b) The Academic Implementation Element consists of: Lecturer Group. 1. Academic Support Elements consist of: Public & Business Administration Laboratory, and Quality Control Group.

To support and support the activities of carrying out these main tasks and functions, the Department of Public Administration and the Department of Business Administration have human resources, namely lecturers, administrative staff and cleaning services. However, problems often arise that have an impact on the process and output in carrying out the main tasks of the organization in question, especially for teaching staff or lecturers. Several things that become problems are that lectures become less effective, because there are often 'collisions' in the lecture schedule in the Department of Public Administration with the lecture schedule in the lecturer's home department.

The Department of Business Administration has a very large number of lecturers, this means that one course can be taught by four to five lecturers. So one lecturer only gets the opportunity to

teach three to four face to face sessions, apart from that, when the lecturer is about to take care of his promotion, he will be overwhelmed in collecting grades/kum.

Another phenomenon that occurs in these two departments related to human resources is the lack of discipline of some lecturers in the teaching and learning process. According to researchers' observations, there are several lecturers who always teach not according to the set lecture schedule, namely 08.00 WITA. Likewise with the lecture completion time, there are several lecturers who always finish lectures not according to the schedule. For example, the first hour of lectures should end at 10.30 WITA (for a 3 credit course), but the lecturer in question has finished the lecture at 09.30 WITA.

The Department of Public Administration and the Department of Business Administration are equipped with facilities and infrastructure in the form of land and buildings, department rooms, lecturer rooms, seminar rooms, lecture rooms, and other equipment. Some of these facilities and infrastructure are in good condition and some are in poor condition because the facilities are more than 10 years old. For example, some of the glass windows in each room have fallen off, the glass grilles are rusty and cannot function properly. Another thing that can be seen from the phenomenon that occurs during lectures is that the LCDs in the rooms cannot function properly. Sometimes the LCD turns off by itself and the words displayed on the screen are not read clearly, which results in lecturers finishing lectures not on time. Another phenomenon that occurs most often is electricity which is always unstable, causing electronic equipment such as computers, LCDs to be damaged and lighting in rooms not to function properly.

Next, regarding the ratio between the number of students and the number of lecturers in the two departments, it can be said that the availability of human resources, in this case teaching staff or lecturers, is still very minimal. Likewise, administrative staff and learning facilities and infrastructure are inadequate, because the success of an organization is greatly supported by the availability of reliable resources, complete facilities and infrastructure.

The phenomena that appear according to researchers' observations and which are still a problem today in the Department of Public Administration and the Department of Business Administration, Faculty of Social and Political Sciences, Nusa Cendana University, which greatly influence the level of work effectiveness can be summarized as follows: First, lack of human resources in this case teaching staff or lecturers, especially the Department of Public Administration. So the lecture process becomes ineffective, because one lecturer has to teach three to four courses. Second, lack of administrative staff. If you look at the number of students, the burden of administrative work in the Department of Public Administration and the Department of Business Administration, which should be done by two people, is only done by one administrative staff. This is what made the leadership take a policy to employ cleaning service personnel as administrative personnel. Third, lack of cleaning staff. Meanwhile, there are 8 rooms that must be cleaned plus toilets (Department of Public Administration), while for the Department of Business Administration there are 11 rooms. So sometimes the lecture rooms and toilets as well as the grounds around the department don't pay enough attention to cleanliness. Fourth, lack of facilities and infrastructure to support lecture activities, such as white boards that can no longer be used because they are written on with permanent marker ink, tables and chairs for lecturers that are no longer suitable for use, most of the student chairs are damaged, lighting in the lecture hall. which are not good, air conditioning equipment that does not function properly, spatial layout that does not support the lecture atmosphere, lack of cleanliness of lecture rooms, student toilets that are dirty and often smelly caused by blockages in the drain holes (specifically toilets in the Department of Business Administration cannot be used due to unavailability of water), as well as the lack of cleanliness of the yards around the major.

2. RESEARCH METHOD

This research uses a quantitative approach. Carried out at the Department of State Administration and Business Administration, Faculty of Social and Political Sciences, Nusa Cendana University. The series of research activities starts from research proposals, proposal seminars, instrument preparation, instrument testing, data collection, data analysis, research results seminars and thesis examinations.

The type of data used by the author in this research consists of Primary Data and Secondary Data. To obtain data related to research variables, the author made observations, prepared questionnaires or closed questions which were distributed to respondents to be filled in, and equipped with secondary data in the form of documents/notes and reports related to research variables. The data processing techniques used by the author in this research are data editing, data coding and data tabulation(Shukla, n.d.).

Data analysis techniques are carried out quantitatively consisting of (1) Product Moment Correlation; (2) Spearman Rank Correlation Analysis; (3) Multiple Regression Analysis; (4) Multiple Correlation; and (5) Partial Correlation(Shukla, n.d.). Data collection instruments were carried out using validity tests and reliability tests. In this research there are 3 (three) independent/independent variables, namely X₁ (Human Resource Availability), These research variables will be measured by a research instrument in the form of a closed questionnaire that meets the Likert Scale requirements. Each answer choice is given a score, and the score obtained has an ordinal level of measurement.

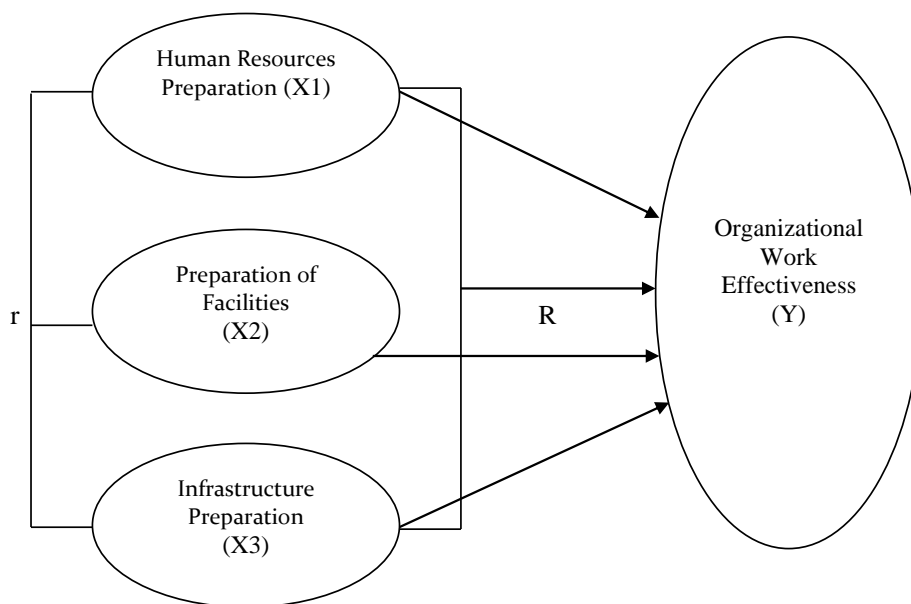


Figure 1. Research Framework.

3. RESULTS AND DISCUSSIONS

Result

Regression Analysis

R-Square

R-Square is a statistical measure that represents the proportion of the variance in the dependent variable that is explained by the independent variables in the model. Table 1 presents the result of the R-square and R-square adjusted value for Human Resources Preparation, Preparation of Facilities, and Infrastructure Preparation

Model	R	R Square	Adjusted R Square	Std. Error Of the Estimate
1	.681 ^a	.464	.344	.797

Based on the table above, the R number is 0.681. This shows that there is a strong or high relationship between the provision of human resources (X₁), the provision of facilities (X₂), the

provision of infrastructure (X_3), and the effectiveness of organizational work at the Faculty of Social and Political Sciences, Nusa Cendana University.

Table 2. Regression Analysis

Model	Unstandardized Coefficient		Unstandardized Coefficient	t	Sig.
	B	Std. Error	Beta		
(Constant)	7.170	1.806			
Human Resources Preparation (X_1)	.460	.147	.412	3.137	.003
(Constant) Preparation of Facilities (X_2)	.752	.203	.471	3.701	.001
(Constant) Infrastructure Preparation (X_3)	.840	.254	.431	3.313	.002

a. Dependent variable : Organizational Work Effectiveness (Y)

Based on Table 1, the Multiple Linear Analysis equation in this research is:

$$Y = 7.170 + 0.460 X_1 + 0.752 X_2 + 0.840 X_3 + \varepsilon$$

Based on this equation it can be described as follows:

- 1) Constant (a)
= 7.170 This shows a constant value, where if it is a variable Human Resources Preparation (X_1), Preparation of Facilities (X_2), Infrastructure Preparation (X_3) = 0, then Employee Performance (Y_1) decreases by 7,170.
- 2) Coefficient X_1
(b_1) = 0.460, this means that Human Resources Preparation (X_1) has a positive and significant influence on Organizational Work Effectiveness (Y). In other words, if Human Resources Preparation (X_1) is increased by 1%, then Organizational Work Effectiveness (Y) will experienced an increase of 46%.
- 3) Coefficient X_2
(b_2) = 0.752, this means that the Preparation of Facilities (X_2) variable has a positive influence on Organizational Work Effectiveness (Y), or in other words, if Preparation of Facilities (X_2) is increased by 1%, then Organizational Work Effectiveness (Y) will also will experience an increase of 75.2%..
- 4) Coefficient X_3
(b_3) = 0.840, this means that the Infrastructure Preparation (Z_1) variable has a positive and significant effect on Organizational Work Effectiveness (Y), or in other words if Infrastructure Preparation (Z_1) is increased by 1, then Organizational Work Effectiveness (Y) will also experienced an increase of 84%.

Research Discussion

The vision, mission and objectives of FISIP UNDANA that have been established are realized by establishing general policies and strategies. Furthermore, this policy is outlined in programs, implementation strategies and activities within the next 5 (five) years. Based on the evaluation of FISIP UNDANA activities up to 2015 or within a period of 5 years, identification of problems and analysis and evaluation of the situation, problems, challenges and opportunities were identified in the future development of FISIP UNDANA. The preparation of policies, programs, implementation strategies and activities is guided by the National Education Strategy and Higher Education Strategy developed by UNDANA.

The three main themes of national education are: (1) expansion and equality, (2) improving quality and relevance, (3) good governance and accountability. Referring to the national education umbrella, the Directorate General of Higher Education (Ditjen Dikti) then describes it into three national strategies for higher education, namely increasing competitiveness, autonomy and decentralization, and organizational health. Meanwhile, UNDANA determines its general policy by referring to the main themes of national education and three higher education strategies, namely: first, Expansion and Equity of Education which is directed at efforts to expand Undana's capacity and provide opportunities for all prospective students, increase the proportion of skills, and increase the intensity and quality of cooperation; second, Quality and Relevance which is oriented towards improving the quality and relevance of graduates in accordance with National Education Standards (SNP) through quality assurance, research and community service; third, Governance and Accountability, UNDANA seeks to improve institutional capacity towards a healthy organization through systematic programs in the fields of education and research, as well as establishing sustainable collaboration. In this way, FISIP UNDANA cannot be separated from the policy orientation of UNDANA, the Directorate General of Higher Education and the Ministry of Research, Technology and Higher Education in the development of higher education.

The number of lecturers in the Department of Public Administration is very limited. This caused the leadership of the Department of Public Administration to take the decision to ask for help from lecturers from other departments (Department of Business and Political Administration) to teach several courses such as Introduction to Economics and Development Economics, Introduction to Statistics and Social Statistics, Introduction to Political and System Sciences Indonesian Politics. Lectures become less effective, because there are often 'collisions' in the lecture schedule in the Department of Public Administration with the lecture schedule in the lecturer's home department.

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The existing facilities and infrastructure in this department are inadequate and the number of lecturers and students is not sufficient, so the level of work effectiveness is still lacking and tends to decline. This can be seen from the phenomenon that occurs during lectures, the LCDs in the rooms cannot function properly. Sometimes the LCD turns off by itself and the words on the screen are not clear, causing the lecturer to finish the lecture on time. Another phenomenon that occurs most often is electricity which is always unstable, causing electronic equipment such as computers, LCDs to be damaged and lighting in rooms not to function properly.

The effectiveness of organizational work in the Department of Public Administration and Department of Business Administration, Faculty of Social and Political Sciences, Nusa Cendana University, is classified as moderate, consisting of indicators of the work productivity of teaching staff and educational staff. Meanwhile, indicators of the ability to manage conflict are often addressed by

department leaders and faculty leaders every working day. Furthermore, indicators of the ability to adapt to changes, both internal and external, are always considered by teaching staff in the lecture process and educational staff every working day.

The low effectiveness of organizational work in the Department of Public Administration and Department of Business Administration, Faculty of Social and Political Sciences, Nusa Cendana University, seen in the first, second and third indicators, is classified as moderate and not satisfactory to the community. This indicates that the number of employees in the Department of Public Administration and the Department of Business Administration is only 1 (one) person, both employees have a high school education. Therefore, the organizational work effectiveness variable at the Faculty of Social and Political Sciences, Nusa Cendana University with a population of 65 people has an average organizational work effectiveness value of 12.82% with a minimum organizational work effectiveness value of 11% and a maximum of 15% , while the standard deviation is 0.983%.

4. CONCLUSION

Simple correlation analysis shows that the simple relationship between the provision of human resources and the effectiveness of organizational work at the Faculty of Social and Political Sciences, Nusa Cendana University, is 0.416, the provision of facilities and the effectiveness of organizational work at the Faculty of Social and Political Sciences, Nusa Cendana University, is 0.478 , infrastructure provision and organizational work effectiveness at the Faculty of Social and Political Sciences, Nusa Cendana University, as much as 0.444.

Adjusted R² (Adjusted R Square) of 0.344 (34.4%) means that the influence of human resource provision, facility provision (X₂), infrastructure provision (X₃) on the effectiveness of organizational work at the Faculty of Social and Political Sciences, Nusa Cendana University is 34.4% while 65.6% was influenced by other factors not included in this study.

What is suggested in this research is (1) that the simple correlation is in the low or weak category to the medium or less high category, so it is necessary to increase the effectiveness of organizational work at the Faculty of Social and Political Sciences, Nusa Cendana University, by increasing the supply of resources. people, provision of facilities, provision of infrastructure and other factors that will influence the effectiveness of organizational work at the Faculty of Social and Political Sciences, Nusa Cendana University; (2) Other researchers conducted further research with a larger number of samples and involving other variables which are thought to influence the effectiveness of organizational work at the Faculty of Social and Political Sciences, Nusa Cendana University, such as budget provision, supervision, leadership, work experience, work motivation , planning, etc. and criticized in order to increase the effectiveness of organizational work at the Faculty of Social and Political Sciences, Nusa Cendana University.

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