

The Effect of Empowerment of Employees at the Faculty of Education UIN Alauddin Makassar

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Abstract: *This study aims to determine the effect of empowerment on employee performance of Faculty of Education UIN Alauddin Makassar. This type of research is quantitative. A total of 67 employees participated in the study. The data were collected using Empowerment scale and Employees Performance Scale, followed by interviews. Then, the data were analyzed using descriptive and inferential statistical techniques. This research examined by simple linear regression. The result of inferential statistical analysis by simple linear regression showed that: there is a positive and significant impact empowerment to employee empowerment. The confidence of determination implies that empowerment describes 26% of the variability of employee performance variable.*

Keywords: Empowerment, Employee, and Performance.

1. Introduction

Human resources in an organization have a very vital role as a motivator for organizational. Thus, each agency would strive to improve the performance of employees to achieve corporate goals that have set. Various ways are taken to improve employee performance. The existence of employees who have excellent workability into something that should foster and continue to develop, the fact shows that employees are working without having the responsibility of a high or a low performance that cannot succeed in the mission of the organization.

Empowerment concerns about authority and strengthening the power of individual employees. The reason is that of the trust of the management of employees. According to [1], in essence, empowerment is the development of a confident "able to work" mentality in employees (creating a positive "can do" mentality among employees). This "able to work" mentality grows from employees' self-confidence in their ability to work on their work (self-efficacy). This belief built through the process of developing employee competencies, encouragement, and persuasion continuously, as well as emotional support and modeling of leaders in the workplace of daily employees. Furthermore, empowerment is an activity focused on liberating, not controlling, to employees to actualize their energies, and to balance the achievement of personal goals of employees (self-development, welfare, etc.) and objectives defined by the organization (productivity, efficiency, profitability, etc.).

Capacity could interpret as giving the responsibility to employees who are expected to become a guide for him to perform, well in their job unless they have a low awareness to improve the quality of her work, it is impossible to have the expected results. When employees feel less helpless in accomplishing its tasks, it usually works just routine and settles obligations without having more demands to develop the organization. All these matters are the seeds of the birth of responsibility performance or low work performance. On the one hand an employee in need of work, but work demands with the results obtained are not impartial.

Jimoh [2] states that the employee's performance is the actions, behaviors, and outcomes that can be measured in which the employee or the employee is bound associated with organizational objectives and contribute to corporate goals. According to Jimoh [2], to step employee performance required observers make an informed judgment on the behavioral tendencies of people who evaluated that relate to contribute to the objectives of the organization. Ijigu [3] also suggests there are 6 (six) categories used to measure the performance of individual employees, as follows: Quality, Quantity, Timeliness, Effectiveness, Independence, Work commitment.

The organization of Faculty of Education UIN Alauddin Makassar is an institution responsible for conducting lectures on nine courses and serving more than 1000 students. With the number of students to be served as well as the broad scope of work, the management of human resources becomes a significant thing in achieving organizational goals. Employee performance as a determinant of service quality is a part that should consider at the university. But various phenomena work has many problems. Some example of the problem was many employees always come late to the office, while some of them did not understand their job.

2. Method

The participants in this study were 67 employees were used as samples which employed in Faculty of Education. The scale used in this research was The Empowerment scale developed by Thomas dan Velthouse [4] comprising 12 items and measuring four dimensions which are: 1. Meaning, 2.Competence; 3. Self-determination; 4. Impact. The responses use a five-point Likert scale with 1= Very Disagree to 5= Very Agree. Then, the employee performance scale, developed by Ijigu [3] consists of six aspects include 1. Quality, 2. Quantity 3. Timelines, 4. Effectiveness, 5. Independence, 6. Work Commitment. Then the score was assessed on a five-point Likert scale. Data would be analyzed using simple linear regression analysis. After analysis of normality, linearity, and multicollinearity.

3. Result and Discussion

The result of the research as shown at Table 1. That calculate the value of the column B obtained constants $b_0 = 24.267$, regression coefficient b_1 (SE) = 0.513. Simple linear regression equations $Y = 24.267 + 0.513X$. As for price statistic for variable coefficient empowerment is this = 4.776 and p-value = 0.000: $2 = 0.00 < 0.05$ (right hand test), or H_0 rejected, meaningful empowerment positive effect on employee.

Table 1: Linear Regression Equations Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	24.267	5.309		4.571	.000
SE	.513	.107	.510	4.776	.000

Table 2: Significance simple regression equation ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	389.885	1	389.885	22.813	.000
Residual	1110.861	65	17.090		
Total	1500.746	66			

Based on Table 2 shows the value $F = 22.813$ and p-value = 0.000 < 0.05. The analysis means that H_0 is rejected, meaning that there is the effect of empowerment on employee performance.

Table 3: Significance Tests Correlation Coefficient X_1 and Y

		Model
		1
R		.510
R Square		.260
Adjusted R Square		.248
Std. Error of the Estimate		4.134
R Square Change		.260
Change Statistic	F Change	22.813
	df1	1
	df2	65
Sig. F. Change		.000

From Table 3 shows that the multiple correlation coefficient $(R_{1,2}) = 0,510$ and F change = 22 813, and p-value = 0.000 < 0.05 or H_0 is rejected. Thus, the correlation coefficient between the performance employee empowerment is meaningful or significant. It means that there is a positive and significant impact on the performance of employee empowerment. The coefficient of determination at the value of R Square = 0,260, which implies that 26% of the variability of employee performance variable (Y) is explained by empowerment (X).

Results of statistical analysis using simple regression analysis showed that there is an effect on the performance of the employee empowerment in Education Faculty of UIN Alauddin Makassar. Thus, the hypothesis is accepted. It means that the increased empowerment it will improve the performance of employees. Employee performance on the location of study characterized by student service activities and educational activities. The number of students served has

different characteristics and attitudes that can affect the speed and accuracy of the service. Furthermore, this type of employee empowerment is involvement in the evaluation of work programs that fit the vision and mission of the university. This activity is conducted once a year as a reflection of planning action at the beginning of the fiscal year.

These results are consistent with the results of research conducted by Meyerson dan Dewettinck [5] showed that there is a significant difference between the rate of employee's performance before and after empowerment implementing. The empowerment is of performing emphasizing the factors, delegation, participating management and encouragement and giving reward cause employee's return to improve. The same findings by [6] showed that there is a compelling positive correlation between employee empowerment and performance of the City Council of Nairobi. Furthermore [7], shows that psychological empowerment still turns out to be a central issue and therefore this research makes useful contributions to the current knowledge by entirely investigating the direct effect of perceived empowerment on employee job performance in the hospitality industry where especially front-line employees spend most of their time directly with customers. Otherwise, [8] has concluded that there is a significant relationship between empowerment and job performance as the value of those employees. Chiang & Hsieh [9] shows Psychological empowerment and organizational citizenship behavior positively influenced job performance.

The more in-depth analysis shows that the empowerment done as a form of awareness led to its employees. Ahearne, [10] shows that the employees which low levels of product/industry knowledge and a little experience will benefit the leadership behaviors in empowering them.

It is also almost the same as the concept of [4], namely: 1. The sense of meaning. Meaning seen actual employment value of the relationship to idealism or individual standards; 2. The thought of competence. Competence or self-efficacy over an individual's belief in their ability to perform activities using the expertise that they have. This dimension uses the term competency rather than self-esteem because it is focused on the efficacy specifically to the job role; 3. The sense of determination. When skills are its expertise in behavior, then the self-determination is a sense of belonging, an option in making a choice or do a job; 4. The understanding of impact. The impact is the degree to which a person can affect the outcome of both strategic and administrative work.

Khan [11] also stated that among others: a) Desire that employees given the opportunity to identify emerging issues and develop team skills and to train employees to become superintendent; b) Trust is the establishment of mutual trust between management and employees to create favorable conditions for the exchange of information. For example, giving employees an opportunity to participate in policy-making, providing adequate training for employees for work needs, providing access to appropriate information; c) Confident that encourage the employees so that they appear

self-confidence. For example, explore ideas and suggestions from employees, expanding tasks and build networks between departments, provides scheduled job instruction and encouraging a favorable settlement; d). Credibility is to develop a healthy working environment to create an organization that has a good performance. For example; views employees as a strategic partner, an increase in the target in all the work, introducing individual initiative to make changes through participation, to help resolve the differences in the determination of objectives and priorities; e) Accountability namely that there is accountability in the process of empowerment of employees at the authority given. By setting a consistent and clear about the roles, standards and objective assessment of employee performance, this phase is a means of evaluating the performance of both the settlement and the responsibility of the authority granted. It included in the accountability, among others, involve employees in setting standards and sizes, giving tasks and clear measure, requiring employees in the determination of the rule and capacity, provide advice and assistance to employees in completing the workload, providing a period and feedback; f) Communication is the stage of building an open communication that mutual understanding between employees and management. This openness can realize with their criticisms and suggestions on the results and achievements which the workers. For examples, provide time to obtain information and discuss issues openly.

4. Conclusions

Based on the results of data analysis and discussion, we can conclude that: there is an effect of empowerment positively and significantly on employee performance of Faculty of Education (FTK) of UIN Alauddin Makassar. The amount of the active contribution of empowerment on the return of employees is 26%. The result is the basis of human resources development planning

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