

The Influence of Human Resource Management Dimensions on The Performance of Employees in The Regency Education and Culture Service North Konawe

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ABSTRAK

Tujuan penelitian ini adalah untuk menguji dan menganalisis pengaruh: (1) dimensi manajemen sumber daya manusia terhadap kinerja pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Konawe Utara; (2) tugas kerja terhadap kinerja pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Konawe Utara; (3) kualitas terhadap kinerja pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Konawe Utara; (4) kuantitas terhadap kinerja pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Konawe Utara; (5) ketepatan waktu terhadap kinerja pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Konawe Utara; (6) efektifitas biaya terhadap kinerja pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Konawe Utara. Rancangan penelitian ini adalah penelitian eksplanatory. Populasi penelitian ini adalah pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Konawe Utara sebanyak 31 orang dan sekaligus dijadikan responden dalam penelitian ini. Metode analisis data yang digunakan dalam penelitian ini yaitu analisis deskriptif dan statistika inferensial yaitu SPSS. Hasil penelitian menyatakan bahwa: (1) Dimensi manajemen sumber daya manusia (tugas kerja, kualitas, kuantitas, ketepatan waktu dan efektifitas biaya) berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Konawe Utara; (2) Tugas kerja berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Konawe Utara; (3) Kualitas berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Konawe Utara; (4) Kuantitas berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Konawe Utara; (5) Ketepatan waktu berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Konawe Utara; (6) Efektifitas pegawai berpengaruh positif tidak signifikan terhadap kinerja pegawai Dinas Pendidikan dan Kebudayaan Kabupaten Konawe Utara

Kata Kunci: : Manajemen Sumber Daya Manusia, Tugas Kerja, Kualitas, Kuantitas, Ketepatan Waktu, Efektifitas Biaya, Kinerja Pegawai.

ABSTRACT

The purpose of this study is to test and analyze the influence of: (1) the dimensions of human resource management on the performance of employees of the North Konawe Regency Education and Culture Office; (2) work tasks on the performance of employees of the North Konawe Regency Education and Culture Office; (3) quality on the performance of employees of the North Konawe Regency Education and Culture Office; (4) quantity on the performance of employees of the North Konawe Regency Education and Culture Office; (5) punctuality on the performance of employees of the North Konawe Regency Education and Culture Office; (6) cost effectiveness on the performance of employees of the North Konawe Regency Education and Culture Office. The design of this research is explanatory research. The population of this study is employees Department of Education and Culture of North Konawe Regency as many as 31 people and were also made respondents in



this study The data analysis method used in this study is descriptive analysis and inferential statistics, namely SPSS. The results of the study stated that: (1) The dimensions of human resource management (work tasks, quality, quantity, timeliness and cost effectiveness) have a positive and significant effect on the performance of employees of the North Konawe Regency Education and Culture Office; (2) Work tasks have a positive and significant effect on the performance of employees of the North Konawe Regency Education and Culture Office; (3) Quality has a positive and significant effect on the performance of employees of the North Konawe Regency Education and Culture Office; (4) Quantity has a positive and significant effect on the performance of employees of the North Konawe Regency Education and Culture Office; (5) Punctuality has a positive and significant effect on the performance of employees of the North Konawe Regency Education and Culture Office; (6) Employee effectiveness has a positive but not significant effect on the performance of employees of the North Konawe Regency Education and Culture Office.

Keywords: Human Resource Management, Work Tasks, Quality, Quantity, Punctuality, Cost Effectiveness, Employee Performance.

INTRODUCTION

A government agency is a technical organization managed by the government and accountable to the government. Each Regional Apparatus Organization (OPD) carries out its activities in accordance with the corridor (Government Regulation Number 18 of 2016 concerning Regional Apparatus) established by the regional government for each regional apparatus organization to implement, in this case regulating its main duties and functions.

Human resources are the largest basic capital of all organizational assets to achieve goals because an agency's development is highly dependent on the productivity of an agency's workforce. Therefore, human resources are the most important element in achieving organizational goals with the quality of human resources and the ability of workers or the skills of workers can drive the agency well and correctly. Human resources are expected to provide maximum contribution to an organization and to improve human resource performance, good management and strategies are needed in creating professional human resources and therefore agencies must be able to make the best use of existing resources as the main factor in achieving agency goals.

The Education Office is the site where various government activities are carried out, both administrative and as a public service center. The Education and Culture Office of North Konawe Regency plays a crucial role in making decisions and policies regarding education in North Konawe Regency. Therefore, supporting infrastructure is required to carry out these activities. In addition to its primary function as an office, it also serves an administrative function in public services, particularly regarding education activities.

Performance is a way of behaving that really exists that is shown by everyone as a work achievement presented by employees such as imitating their character in an agency. High performance means an increase in efficiency, effectiveness, or higher quality of completion of tasks that have been assigned to an employee in an organization. According to Khotimah, et al. (2017) stated that performance is a predetermined standard that is used as evidence that someone has tried their best and that effort is an indicator of someone who has potential that can be developed in order to bear greater responsibilities such as work quality, speed and accuracy of work, initiative in work, ability to work together. Employee performance plays a very important role in the progress of the organization, so real performance is the behavior of workers in carrying out their duties in an organization so that they are able to compete and be superior to other agencies.

Human resources are crucial for supporting a country's economic growth. Therefore, a country with qualified human resources will be a successful nation; in addition, qualified human resources or workers can be an advantage for an institution. Having excellent human resources requires competent management support and

dedication from within. The role of management in an organization is to control the organizational structure according to the organization's desires, assist leaders in monitoring and identifying the people needed within the institution, have quick decision-making within the institution, and have a well-structured organization. Good management must play a role in accordance with the status and conditions of the organization.

The results of the pre-survey in this study are that the performance of the Education and Culture Office of North Konawe Regency is still not optimal, indicated by the presence of employee work results that do not comply with the assessment elements, namely work quality, quantity and timeliness in completing work so that the leader must give a warning to the employee, in addition to the lack of employee initiative in completing work makes every job that needs to be completed always wait for the leader's orders, this is very detrimental to the organization, work will be completed when the leader is in the office but when the leader is not in the office then the work will not be completed.

Based on the observation results, the problems identified by the researcher indicate several factors hindering employee performance at the North Konawe Regency Education and Culture Office. One such problem is employee inattention, which is an indicator in measuring the dimensions of human resource management. In reality, many employees arrive at the office past the designated working hours and leave before the end of work hours. This condition can make it difficult for other employees and leaders, especially when employees are needed to complete work or handle urgent tasks. Considering that employee performance is very important in supporting the success of the organization, employees must be able to fulfill their duties and obligations in a timely and satisfactory manner in accordance with the objectives expected by the related organization, in this case the North Konawe Regency Education and Culture Office.

The suboptimal performance of employees is a key issue in this study. Therefore, a collaborative effort between organizational leaders and employees of the North Konawe Regency Education and Culture Office is needed to improve and evaluate employee performance. This step aims to enhance the quality and effectiveness of work in carrying out assigned tasks.

The objective of this study is to examine and explain the influence of human resource management dimensions on the performance of employees at the North Konawe Regency Education and Culture Office. Specifically, the objectives of this study are to examine and analyze:

1. The influence of human resource management dimensions on the performance of employees of the North Konawe Regency Education and Culture Office
2. The influence of work assignments on the performance of employees of the North Konawe Regency Education and Culture Office
3. The influence of quality on the performance of employees of the Education and Culture Office of North Konawe Regency
4. The influence of quantity on the performance of employees of the North Konawe Regency Education and Culture Office
5. The influence of punctuality on the performance of employees of the North Konawe Regency Education and Culture Office
6. The effect of cost effectiveness on the performance of employees of the Education and Culture Office of North Konawe Regency

2. LITERATURE REVIEW

2.1 Human Resource Management

According to (Hasibuan, 2019:15) says "Human resource management is the science and art of managing the relationship and role of the workforce to effectively and efficiently help realize the goals of the company, employees, and society". Human resource management is the planning of organizing, coordinating, implementing and supervising the procurement, development, remuneration, integration, maintenance, and separation of workers in order to achieve organizational goals. According to Marwansyah (2014:112) argues that human resource management can be interpreted as the utilization of human resources within the organization, which is carried out through the functions of human resource planning, recruitment and selection, human resource development, career planning and development, compensation and welfare, occupational safety and health, and industrial relations.

In addition, according to Edy Sutrisno (2016:9), human resource management is the activity of planning, procuring, developing, maintaining, and using human resources to achieve goals both individually and organizationally. Meanwhile, according to Kasmir (2016:11), human resource management is the process of managing people, through planning, recruitment, selection, training, development, compensation, career, safety and health, and maintaining industrial relations until termination of employment in order to achieve company goals and improve welfare (stakeholders).

2.2 Employee Performance

According to Mangkunegara (2016:15), the term performance comes from the word job performance or Actual Performance (work achievement or actual achievement achieved by a person). The definition of performance is the work results in quality and quantity achieved by an employee in carrying out his duties in accordance with the responsibilities given to him Mangkunegara (2016:16). Performance is the result of a process that refers to and is measured over a certain period of time based on previously determined provisions or agreements (Edison, 2016). In general, performance can be interpreted as the entire work process of an individual whose results can be used as a basis for determining whether the individual's work is good or otherwise (Roziqin, 2010).

According to Hasibuan (2017) performance is a work result achieved by a person in carrying out his duties based on skills, efforts and opportunities. Based on the explanation above, performance is a result achieved by a person in carrying out tasks based on skills, experience and sincerity as well as time according to predetermined standards and criteria. Employee performance is the result of a certain work process in a planned manner at the time and place of the employee and the organization concerned according to Mangkuprawira (2011). Performance according to Simamora (2015) that to achieve an organization to function effectively and in accordance with organizational goals, the organization must have good employee performance, namely by carrying out its duties in a reliable manner.

According to Mangkunegara (2015), performance (work achievement) is the quality and quantity of work results achieved by an employee in carrying out his duties in accordance with the responsibilities given to him. Performance according to Mathis & Jackson (2012) is what an employee does or does not do.

Performance Assessment, especially for Civil Servants (PNS) in Indonesia, initially referred to Government Regulation No. 10 of 1979 concerning Job Implementation Assessment (DP3). The presence of Government Regulation No. 30 of 2019 concerning Civil Servant Performance Assessment with the obligation to prepare Employee Work Targets (SKP). Thus, employee performance measurement in this study refers to SKP based on Government Regulation No. 30 of 2019 that the Civil Servant Work Performance Assessment systematically combines SKP (Employee Work Targets) and Work Behavior

Assessment. Employee performance assessment consists of two elements, namely the assessment of SKP elements by 60% and work behavior by 40%. Furthermore, the Employee Work Target Assessment (SKP) according to Government Regulation 30 of 2019 includes indicators: (1) quantity, (2) quality, and (3) time. While the assessment of work behavior includes indicators: (1) service orientation aspects, (2) commitment, (3) work initiative, (4) cooperation. Furthermore, it is synthesized with employee performance theory adopted from Armstrong (2009); Mathis and Jackson (2011); Robbins & Timothy (2015); Dessler (2015); Sedarmayanti (2016).

3. Conceptual Framework and Hypothesis

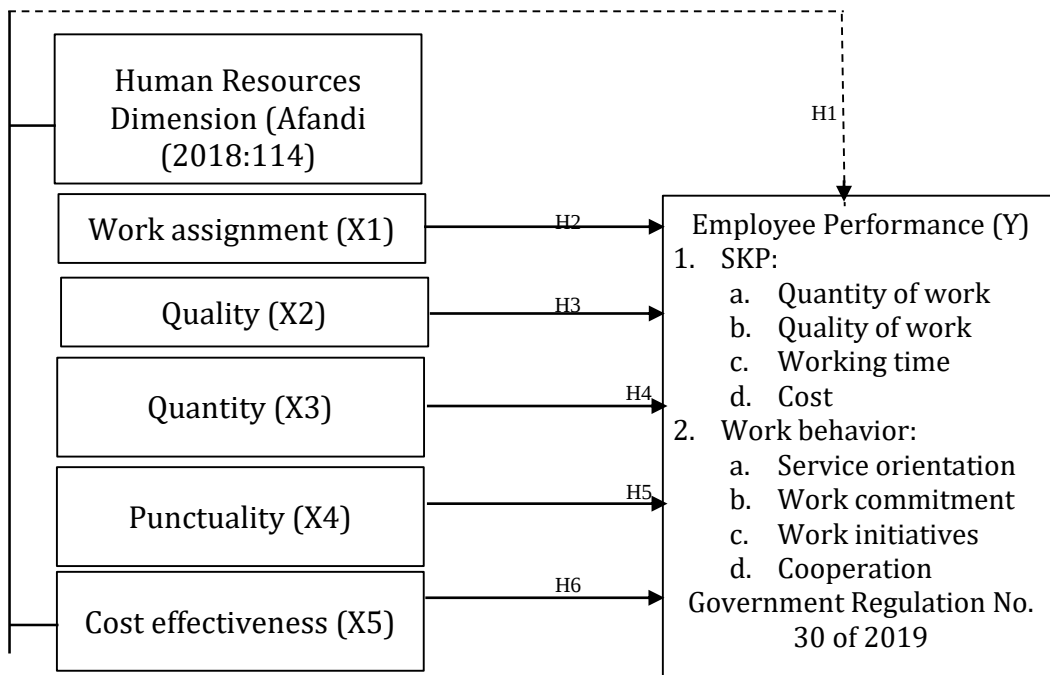
3.1 Conceptual Framework

Based on theoretical and empirical studies, it is known that employee performance is influenced by several factors such as human resource development and work discipline. The conceptual framework of this study is essentially built on empirical and theoretical studies as a basis for achieving the objectives and answering this research hypothesis. This research conceptual framework begins with a theoretical study, namely examining theories relevant to this study, namely: human resource management theory, which is then supplemented with theories of human resource development and work discipline and performance theory. Based on theory and the results of previous research that have been presented in the literature review, it can be concluded that improving employee performance from a universal perspective is influenced by various variables, including:

Human Resource Management is a field of management that specifically studies the relationships and roles of people within a company organization. The elements of Human Resource Management are the people who constitute the company's workforce. Therefore, the focus of Human Resource Management studies only issues related to the human workforce.. The measurement of human resource management variables in this research uses five indicator dimensions which are also used as research variables, namely: (1) work tasks, (2) work quality, (3) quantity, (4) timeliness and (5) cost effectiveness which are adopted from the theory put forward by Afandi (2018).

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Figure 1 Conceptual Framework



Research Hypothesis

Based on the conceptual framework in Figure 3.1, the hypothesis proposed in this study is as follows:

- H1. Human resource dimensions collectively have a significant influence on employee performance.
- H2. Work assignments have a significant influence on employee performance.
- H3. Quality has a significant effect on employee performance.
- H4. Quantity has a significant effect on employee performance.
- H5. Punctuality has a significant effect on employee performance.
- H6. Cost effectiveness has a significant effect on employee performance

METHOD

This research uses a quantitative research type with research objects Kendari City Kesbangpol Office. This study used a sample of 31 individuals, consisting of employees of the North Konawe Regency Education and Culture Office. The data were processed using SPSS (Statistical Package for the Social Sciences) statistical tools. The data were then analyzed using multiple linear regression analysis.

RESULTS AND DISCUSSIONS

Normality Test

Table 1. Normality Test Results

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		31
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	.34955349
Most Extreme Differences	Absolute	.165
	Positive	.116
	Negative	-.165
Test Statistic		.165
Asymp. Sig. (2-tailed)		.061 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Based on the Table 5.1 in the normality test using the Kolmogorov-Smirnov method is significant at $0.061 > 0.05$, so it can be concluded that the regression method in this study has fulfilled the normality assumption.

Linearity Test

Table 2. Results of Linearity Assumption Testing

Relationship Between Variables		Linearity Test		
		F	Sig.	Results
Work assignments	→ Employee performance	24,789	0,000	Linear
Quality	→ Employee performance	19,012	0,000	Linear
Quantity	→ Employee performance	17,908	0,000	Linear
Punctuality	→ Employee performance	31,310	0,000	Linear
Cost effectiveness	→ Employee performance	16,415	0,000	Linear

Source: Results of primary data processing using SPSS software version 25 (2024)

The results of the linearity assumption test in Table 5.2 shows that the influence of work tasks, quality, quantity, timeliness, and cost-effectiveness on village performance can be said to be linear because the significance level is less than 5% ($p < 0.05$). The test results can be concluded that all influences between the variables contained in the model are linear or meet the requirements of linearity, so that further analysis can be carried out.

Multicollinearity Test

The following table presents the results of data processing related to multicollinearity testing as follows:following:

Table 3. Results of theMulticollinearity test

Coefficients ^a			
Model		Collinearity Statistics	
		Tolerance	VIF
1	Tugas kerja	.669	1.495
	Kualitas	.706	1.415
	Kuantitas	.729	1.373
	Ketepatan waktu	.506	1.976
	Efektifitas biaya	.595	1.682

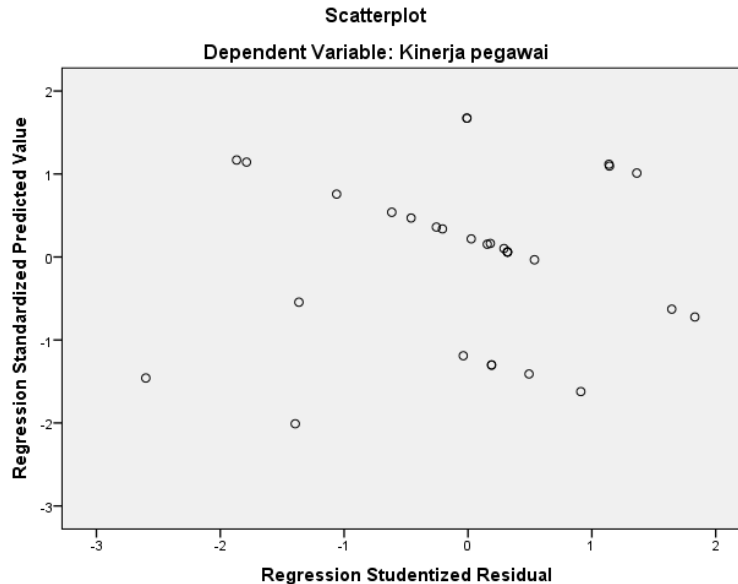
a. Dependent Variable: Kinerja pegawai

Source: Data processed by SPSS.

Based on the table above, we can immediately conclude that there are no signs of multicollinearity among the independent variables. This is evident from the tolerance values for all independent variables, which are greater than 0.10, while the VIF values for all independent variables are below 10.

Heteroscedasticity Test

A good regression model is homoscedasticity or the absence of heteroscedasticity. To detect the presence or absence of heteroscedasticity in this study, graphical analysis was used. The following are the results of the heteroscedasticity test:



By looking at the scatterplot graph above, it can be seen that the points are spread randomly, and are spread both above and below the number 0 (zero) on the Y axis. So it can be concluded that there are no symptoms of heteroscedasticity in the regression model used.

5.1.5 Autocorrelation Test

The autocorrelation test in this study used the Durbin-Watson test. The following are the results of the autocorrelation test:

Table 4. Autocorrelation Test Results**Model Summary^b**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.894 ^a	.799	.758	.383	1.859

a. Predictors: (Constant), Efektifitas biaya, Tugas kerja, Kuantitas, Kualitas, Ketepatan waktu

b. Dependent Variable: Kinerja pegawai

Based on table 5.4 above, the Durbin Watson value is 1.859, the comparison uses a significance value of 5%, the number of samples is 31 (n), and the number of independent variables is 5 (k = 5), then in the DurbinWatson table the du value will be 1.8252. Because the DW value of 1.859 is greater than the upper limit (du) of 1.8252 and less than 5 - 1.8252 (3.1748), it can be concluded that there is no autocorrelation.

Data Analysis and Hypothesis Testing**Table 5. Multiple Regression Analysis Results**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.611	.481		1,269	.216
	Work assignments	.403	.127	.347	3,158	.004
	Quality	.175	.082	.229	2,141	.042
	Quantity	.194	.084	.243	2,314	.029
	Punctuality	.241	.112	.271	2,148	.042
	Cost effectiveness	.110	.090	.142	1,219	.234

Source: SPSS Data Processing Results, 2024

The work task coefficient value (β_1) is 0.403 with a positive value. This means that with each increase in work tasks completed by employees, employee performance will increase. Department of Education and Culture of North Konawe Regency will increase by 0.403 assuming the other variables are constant. The quality coefficient value (β_2) is 0.175 with a positive value. This means that every increase in work quality will increase employee performance. Department of Education and Culture of North Konawe Regency will increase by 0.175 assuming the other variables are constant. The value of the quantity coefficient (β_3) is 0.194 with a positive value. This means that with every increase in the quantity of work, employee performance will increase. Department of Education and Culture of North Konawe Regency will increase by 0.194 assuming the other variables are constant.

The coefficient value of punctuality (β_4) is 0.241 with a positive value. This means that with every increase in punctuality of work, employee performance will increase. Department of Education and Culture of North Konawe Regency will increase by 0.241 assuming the other variables are constant. The cost effectiveness coefficient value (β_5) is 0.110 with a positive value. This means that with every increase in cost effectiveness, employee performance will increase. Department of Education and Culture of North Konawe Regency will increase by 0.110 assuming the other variables are constant.

Based on the results of the regression model testing, the regression model that states the influence of human resource management dimensions (work tasks, quality, quantity, timeliness and cost effectiveness) on employee performance at the North Konawe Regency Education and Culture Office can be stated as follows:

$$Y = 0.611 + 0.403X_1 + 0.175X_2 + 0.194X_3 + 0.241X_4 + 0.110X_5$$

Where: Y = Employee performance
 X_1 = Work assignments
 X_2 = Quality
 X_3 = Quantity
 X_4 = Punctuality
 X_5 = Cost effectiveness
 b_1 = Regression Coefficient X_1
 b_2 = Regression Coefficient X_2
 b_3 = Regression Coefficient X_3
 b_4 = Regression Coefficient X_4
 b_5 = Regression Coefficient X_5

Hypothesis Testing

1. Simultaneous test

The F-test aims to test whether all independent variables have a significant effect on the dependent variable. The data obtained are as follows:

Table 6. F Test Results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	14,528	5	2,906	19,816	.000b
	Residual	3,666	25	.147		
	Total	18,194	30			

Source: Processed Results, SPSS

Based on the table above, it can be seen that the F-test has a value of 19.816 and a significance value of 0.000 ($p < 0.05$). Thus, it can be said that the dimensions of human resource management (work tasks, quality, quantity, timeliness, and cost-effectiveness) simultaneously influence employee performance. at the Department of Education and Culture of North Konawe Regency. This indicates that dimensions of human resource management (work tasks, quality, quantity, timeliness and cost effectiveness) together have a significant influence on employee performance so that the proposed hypothesis can be accepted.

2. Partial Test

The results of the hypothesis test that work tasks have a significant effect on employee performance at the Education and Culture Office of North Konawe Regency can be proven by the regression coefficient value with a positive sign of 0.403 and a significance of = 0.004 which means it is smaller than $\alpha = 0.05$ (tsig 0.004 < 0.05). This indicates that the work task dimension (X_1) has a significant effect on employee performance (Y), so the proposed hypothesis can be accepted. On this basis, the work task dimension (X_1) can be included as one of the variables that significantly influences employee performance (Y) at the Education and Culture Office of North Konawe Regency.

The results of the hypothesis testing of the influence of quality on employee performance at the Education and Culture Office of North Konawe Regency can be proven by the positive regression coefficient value of 0.175 and a significance value of = 0.042 which means it is smaller than $\alpha = 0.05$ (tsig 0.042 < 0.05). This indicates that the quality dimension (X_2) has a significant effect on employee performance (Y), so that the third

hypothesis proposed can be accepted. On this basis, the quality dimension (X2) can be included as one of the variables that significantly influences employee performance (Y) at the Education and Culture Office of North Konawe Regency.

The results of the hypothesis testing of the influence of quantity on employee performance at the Education and Culture Office of North Konawe Regency can be proven by the positive regression coefficient value of 0.194 and a significance value of = 0.029 which means it is smaller than $\alpha = 0.05$ (tsig 0.029 < 0.05). This indicates that the quantity dimension (X3) has a significant effect on employee performance (Y), so that the fourth hypothesis proposed can be accepted. On this basis, the quantity dimension (X3) can be included as one of the variables that significantly influences employee performance (Y) at the Education and Culture Office of North Konawe Regency.

The results of the hypothesis testing of the influence of punctuality on employee performance at the Education and Culture Office of North Konawe Regency can be proven by the positive regression coefficient value of 0.241 and a significance value of = 0.042 which means it is smaller than $\alpha = 0.05$ (tsig 0.042 < 0.05). This indicates that the punctuality dimension (X4) has a significant effect on employee performance (Y), so that the fifth hypothesis proposed can be accepted. On this basis, the punctuality dimension (X4) can be included as one of the variables that significantly influences employee performance (Y) at the Education and Culture Office of North Konawe Regency.

The results of the hypothesis testing of the effect of cost effectiveness on employee performance at the Education and Culture Office of North Konawe Regency can be proven by the positive regression coefficient value of 0.110 and a significance value of = 0.234 which means it is greater than $\alpha = 0.05$ (tsig 0.234 > 0.05). This indicates that the cost effectiveness dimension (X4) has no significant effect on employee performance (Y), so the sixth hypothesis proposed is rejected. On this basis, the cost effectiveness dimension (X5) cannot be included as one of the variables that has no significant effect on employee performance (Y) at the Education and Culture Office of North Konawe Regency. This means that costs to complete the work, costs incurred by the agency used cannot have a real impact on performance.

Coefficient Determination

Table 7. Correlation and Determination Coefficients

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.894a	.799	.758	.383

Source: Data Processing Results, SPSS

The coefficient of determination indicated by the R Square (R²) value obtained was 0.799, illustrating that the contribution of the human resource management dimensions (work tasks, quality, quantity, timeliness and cost effectiveness) can explain the variation in changes in employee performance variables by 79.9 percent and the remainder is influenced by other variables not examined in this study by 20.1 percent.

Discussion of Research Results

Influence Dimensions of Human Resource Management on Employee Performance

The dimensions of human resource management (work tasks, quality, quantity, timeliness and cost effectiveness) simultaneously have a positive and significant effect on employee performance. These results indicate that increasing work tasks reflected through trying to carry out tasks according to the position as an employee, superiors will give reprimands if the work cannot be completed and are able to choose and see problems

from a different perspective from other employees affect employee performance. The quality dimension is reflected through understanding each job given for development with the abilities they have, being careful and minimizing errors in work and meeting the requirements or work standards set by the agency. The quantity dimension is reflected through employees being given the opportunity to take their own initiative to achieve work targets set by the leader, being able to achieve targets set by the leader and being able to fulfill the workload set by the leader. The punctuality dimension is reflected through asking permission from the superior if leaving work during working hours, carrying out work according to the orders or instructions of the superior and being able to speed up completing work before the specified deadline. As well as the cost-effectiveness dimension which is reflected in not requiring a lot of costs to complete the work, the costs incurred by the agency are used as well as possible and trying to be serious in carrying out the work in order to get maximum results which has an impact on employee performance.

Influence Job Assignment On Employee Performance

Based on the results of the data analysis, it was found that Work assignments have a positive and significant effect on the performance of employees at the North Konawe Regency Education and Culture Office. Therefore, it can be interpreted that the better the work assignments completed by employees, the better their performance will be. The educational level of the employees who participated in this study was formal education, which they had completed. Respondents' educational level significantly influences perceptions and assessments, as education can differentiate a person's way of thinking and responding to various problems they face.

Influence Quality of Work On Employee Performance

Based on the results of the data analysis, it was found that Work quality has a positive and significant effect on the performance of employees at the North Konawe Regency Education and Culture Office. Therefore, it can be interpreted that the better the quality of work completed by employees, the better their performance will be.

This finding also strengthens the respondents' answers (employees) which indicates that every statement related to work quality is responded to positively. Employees understand that every task given is for development with their own abilities, employees are careful and minimize errors in their work and employees meet the requirements or work standards set by the agency.

Influence Quantity of Work On Employee Performance

Based on the results of the data analysis, it was found that The quantity of work has a positive and significant effect on the performance of employees at the North Konawe Regency Education and Culture Office. Therefore, it can be interpreted that the better the quantity of work completed by employees, the better their performance will be. This finding also strengthens the respondents' (employees') answers, which show that every statement related to the quantity of work was responded to positively. Employees understand that every task given is for development with their abilities, employees are careful and minimize errors in their work, and employees meet the requirements or work standards set by the agency.

Influence Punctuality On Employee Performance

Based on the results of the data analysis, it was found that Punctuality at work has a positive and significant effect on the performance of employees at the North Konawe

Regency Education and Culture Office. Therefore, it can be interpreted that the better the punctuality of the employees, the better their performance. This finding also strengthens the respondents' (employees') answers, which show that every statement related to punctuality was responded to positively. Employees ask permission from their superiors if they leave work during working hours, employees carry out their work according to their superiors' orders or instructions, and employees are able to complete their work before the specified deadline.

Influence Cost Effectiveness On Employee Performance

Based on the results of the data analysis, it was found that The effectiveness of work costs has a positive but insignificant effect on the performance of employees of the North Konawe Regency Education and Culture Office. Thus, it can be interpreted that cost effectiveness contributes to employee performance but does not have a significant effect on improving employee performance, this shows that employees do not need a lot of costs to complete the work, the costs incurred by the agency are used as well as possible and try to be serious in carrying out the work in order to get maximum results have a unidirectional relationship but do not have a significant effect on improving employee performance.

Cost effectiveness is not has a significant impact on employee performance, because in the short term, providing benefits to high-performing employees will increase costs. However, in the long term, more effective and efficient employee work due to the provision of good benefits can control unnecessary costs. Agencies often incur unnecessary costs due to low productivity or ineffective and inefficient employee work. Often these unnecessary costs exceed fixed costs. Providing good additional income is expected to encourage employees to be more productive and more efficient and effective in their work so that agencies can reduce or control the costs that must be incurred and increase their income.

CONSLUSION

Based on the results of the analysis and discussion, the following conclusions are drawn:

1. The dimensions of human resource management (tasks, quality, quantity, timeliness, and cost-effectiveness) have a positive and significant impact on employee performance at the North Konawe Regency Education and Culture Office. This means that the better the tasks, quality, quantity, timeliness, and cost-effectiveness, the higher the employee performance.
2. Work assignments have a positive and significant impact on the performance of employees at the North Konawe Regency Education and Culture Office. This means that the more work assignments employees complete, the higher their performance will be.
3. Quality has a positive and significant impact on the performance of employees at the North Konawe Regency Education and Culture Office. This means that the better the quality of work, the higher their performance will be.
4. Quantity has a positive and significant impact on employee performance at the North Konawe Regency Education and Culture Office. This means that the better the quantity of work, the higher the employee performance.
5. Punctuality has a positive and significant impact on the performance of employees at the North Konawe Regency Education and Culture Office. This means that the better employees' punctuality in completing their work, the higher their performance will be.
6. Employee effectiveness has a positive but insignificant effect on employee performance at the North Konawe Regency Education and Culture Office. This means that increasing employee effectiveness is in the same direction but does not significantly impact employee performance.

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