THE EFFECT OF GENDER ON EMPLOYEE PERFORMANCE AT PT. TASPEN INDONESIA (PERSERO) MAIN BRANCH MAKASSAR

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ABSTRACT

The purpose of this study was to examine the effect of gender on employee performance at PT. Taspen Indonesia (Persero) Makassar Main Branch.

This research was conducted at PT. Taspen (Persero) Makassar Main Branch which is located on Jl. Boto Lempangan No.27, Sawerigading, Ujung Pandang, Makassar City, South Sulawesi 90115, the sample used is 47 respondents. While the sampling technique is by using the saturated sampling method. To find out the effect of gender on employee performance, simple linear regression analysis was used.

Based on the results of research analysis regarding the influence of gender on employee performance at PT. Taspen Indonesia (Persero) Makassar Main Branch, it can be concluded that the results of the regression analysis conducted indicate that gender has a significant effect on employee performance at PT. Taspen Indonesia (Persero) Makassar Main Branch, this can be seen from the regression coefficient value of 0.455 with tcount = 8,666, as well as the Fcount = 75,098 and the sign value of 0.000.

Based on the results of the conclusions that have been stated above, the suggestions can be presented as follows: It is better for decision making to be given to women, because women in general have a level of consideration in decision making and information in the company. women in processing information tend to be more thorough by using more complete information and re-evaluating the information and not giving up easily so that it will improve the performance of the company PT. Taspen Indonesia (Persero) Makassar Main Branch.

Keywords: Gender_1, Kinerja Karyawan_2

1. Introduction

Human Resources is a very important element in the management of an organization, so good management is needed for the continuity of the organization to achieve the expected goals. The strength of Human Resources is formed by the nature and character inherent in individuals and the environment in which they are located. Formed an organization, of course, has a predetermined goal and it is the obligation of every member of the organization to achieve it as mutually agreed. The results achieved by the organization are related to the performance of the employees in it.

Basically, the success of a business is largely determined by one's ability to manage the resources they have, especially the management of human resources. With a high level of expertise in accordance with the required field, someone will be able to run the company's operations properly and according to plan.

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In simple terms, performance can be interpreted as the results achieved by an employee during a certain period of time in a particular field of work. An employee who has high and good performance can support the achievement of goals and objectives set by the company. To be able to have high and good performance, an employee in carrying out his work must have the expertise and skills that are in accordance with the work he has.

Furthermore, Gender is considered an influence on Employee Performance. Gender is defined as the difference in roles, positions, and characteristics attached to men and women through structural and social construction, so that several assumptions about the social and cultural roles of men and women are born. The social formations of men and women include: women are known as gentle, beautiful, emotional, and motherly creatures. While men are considered strong, rational, manly, and mighty. The above properties are interchangeable and change from time to time. Therefore it can be said that gender can be interpreted as a social concept that distinguishes (in the sense of: choosing or separating) the roles between men and women. The differences in the functions and roles between men and women are not determined because both have biological or natural differences, but are distinguished or sorted according to their respective positions, functions, and roles in various fields of life.

PT. Taspen (Persero) is required to further improve its performance. In terms of service to all participants, PT. Taspen (Persero). PT. Taspen (Persero) has a 5T service quality target that has been running for a long time, namely, Right People, Right Time, Right Amount, Right Place and Right Administration. Therefore, Human Resources must be improved by increasing employee productivity in providing services.

Improved employee performance of PT. Taspen (Persero) should pay more attention, given the increasing number of Civil Servants (PNS), both active and retired, especially in the Makassar area. Employee performance can be improved in several ways, namely by instilling an optimal work culture so that it affects work behavior as indicated by an increase in individual job satisfaction and work productivity of the unit itself, which in turn will affect the company's overall performance.

In fact, currently the performance of employees in a company does not all reach the target. This does not rule out the possibility of happening at PT. Taspen (Persero) Makassar Main Branch. The main cause of the company not achieving the desired target is due to the lack of human resources and management in the company. For the division of tasks between one employee and another is unfair, for example, employees in certain fields are so busy with their work and may overtime to complete their work, in order to meet targets and increase company productivity. Meanwhile, employees in different fields do not really have much work, and even a lot of time is spent relaxing.

This makes it unfair between the work of one employee to another. In connection with this problem, several employees complained that the compensation or salary they received was not commensurate with the energy and thoughts that had been expended for the company. It can be seen from the work of one employee to another that is not the same but the compensation or salary received is the same.

During the preliminary survey, the authors noticed that there are fundamental differences in the work given by men and women, where men are given jobs that are general and less specific, while women are given jobs that are more specific and require greater accuracy.

Some of the problems faced by PT. Taspen Persero Makassar Main Branch, among others: Unfair workload between men and women resulted in decreased employee performance in a company. The unbalanced

compensation received with the energy expended by the employee so that the employee does not work optimally

Given the importance of this problem, the authors are interested in conducting a scientific study entitled "The Effect of Gender on Employee Performance at PT. Taspen Indonesia (Persero) Makassar Main Branch".

Based on the background and limitation of the problem above, the formulation of the problem is: Does Gender affect the Employee Performance of PT. Taspen Indonesia (Persero) Makassar Main Branch?

The research objectives based on the formulation of the problem above are: To determine the effect of Gender on Employee Performance of PT. Taspen Indonesia (Persero) Makassar Main Branch.

1. Kajian Literatur

Simamora (1997) suggests that employee performance is the level at which employees achieve job requirements. Meanwhile, Suprihanto (in Srimulyo, 1999: 33) says that the performance or performance of an employee is basically the result of an employee's work during a certain period compared to the possibilities, for example standards, targets or targets or performance that has been determined in advance and has been mutually agreed upon.

Performance refers to the employee's achievement which is measured based on the standards or criteria set by the company. The definition of work performance or performance is defined by Maier (in Moh As'ad, 2003) as a person's success in carrying out a job. More firmly, Lawler and Potter state that performance is a "successful role achievement" that is obtained by someone from his actions (Moh As'ad, 2003).

c. Employee Performance Indicator

Sastrohadiwiryo (2001:235-236) provides a description of the elements that must be assessed in assessing employee performance, namely:

1) Loyalty

Loyalty is meant is the determination and ability to obey, implement, and practice something that is obeyed with full awareness and responsibility, the determination and ability must be proven by the attitudes and behavior of the workforce concerned in daily activities as well as in carrying out the tasks and work assigned. to him. The loyalty of the workforce to the company is closely related to their dedication. The intended service is the contribution of sincere thoughts and energy by prioritizing the public interest above personal interests.

2) Work performance

Work performance is the performance achieved by a worker in carrying out the tasks and work assigned to him. In general, a workforce is influenced by the skills, skills, experience, and sincerity of the workforce concerned.

3) Responsibility

Responsibility is the ability of a worker to complete the tasks and work assigned to him as well as possible and on time and dare to take risks for the decisions he has taken or the actions he has taken.

4) Obedience

Obedience is the ability of a workforce to comply with all provisions, laws and regulations and applicable regulations, obey official orders given by authorized superiors, and the ability not to violate the prohibitions set by the company or the government, both in writing and unwritten.

5) Honesty

Honesty is the sincerity of a workforce in carrying out their duties and work and being able not to abuse the authority that has been given to them.

6) Cooperation

Cooperation is the ability of a workforce to work together with other people in completing a task and work that has been set, so as to achieve maximum usability and results.

7) Initiative

Initiative is the ability of a workforce to take decisions, take steps or carry out an action needed in carrying out the main task without waiting for orders and guidance from line management.

8) Leadership

Leadership is the ability of a workforce to convince other people (other workers) so that they can be mobilized to the maximum to carry out their main tasks. The assessment of leadership elements for the workforce is actually specifically intended for workers who have positions throughout the hierarchy in the company.

Hasibuan (2002:95-96) suggests that "Aspects that are assessed for performance include loyalty, work results, honesty, discipline, creativity, cooperation, leadership, personality, initiative, skills and responsibility." While Umar in Mangkunegara (2005:18) divides the performance aspects as follows, "Quality of work, employee honesty, initiative, presence, attitude, cooperation, reliability, knowledge of work, responsibilities, and utilization of working time."

2. Gender

The word "gender" comes from the Latin, namely "genus", meaning type or type. Gender is the nature and behavior attached to men and women that are socially and culturally shaped so that it does not last forever, but adjusts to time and place (Amir, 2013: 16). According to Rahmawati, gender refers to the social characteristics and characteristics associated with men and women which are not only based on biological differences, but also on social and cultural interpretations of what it means to be male or female. Lippa also explained that the reason for the differences between men and women lies in the sex chromosomes. According to him, this causes differences in the male and female brains in structure and in the backgroundof their functions (Suendang, 2017: 21-23).

According to Suendang, (2017) the indicators of gender equality are as follows:

1) Access

What is meant by the aspect of access is the opportunity or opportunity to obtain or use certain resources. Consider how to obtain fair and equal access between women and men to the resources to be created.

2) Participation

The aspect of participation is the participation or participation of a person or group in activities and or in decision making. In this case, whether male and female employees have the same role in decision making or not.

3) Control

Control is control or authority or power to make decisions. In this case, whether the position holder as a decision maker is dominated by a certain gender or not.
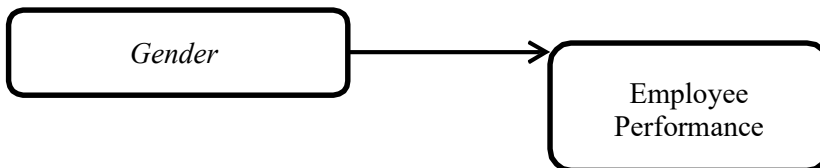
4) Benefits

Benefits are uses that can be enjoyed optimally. Decisions taken by the leadership provide fair and equal benefits for women and men or not.

Based on some of these definitions, the authors conclude that performance is the result of work and work performance of a person or group of people in an organization to achieve organizational goals in accordance with their respective authorities and responsibilities.

H1: The hypothesis in this study is that gender has a significant effect on employee performance at PT. Taspen (Persero) Makassar Main Branch.

Picture 1.

2. Method, Data, and Analysis

In this study, the author uses a quantitative approach to process the data obtained from the research location, where the quantitative data is obtained through primary and secondary data. By using the mix method, it is intended that the data obtained from quantitative approach instruments, in this case primary and secondary data, are data obtained directly from respondents and from company documents.

This Research Was Conducted To Determine The Effect Of Gender On Employee Performance At PT. Taspen (Persero) Makassar Main Branch. While the type of data in this study is a combination of quantitative data with quantitative data

Population is a generalization area consisting of objects/subjects that have certain qualities and characteristics determined by researchers to be studied and then drawn conclusions (Sugiyono, 2006:90). In this study, the population is all employees of PT. Taspen (Persero) Makassar Main Branch, totaling 47 people. The sample is part of the number and characteristics possessed by the population. (Sugiyono, 2006:91). In order for this study to provide generalizations with a very small error rate, and considering the population is only 47 people, in this study a sampling technique was used, namely saturated sampling (census), where all members of the population were sampled. Thus the number of samples in this study was 47 people.

The following are data collection techniques used in this study, namely:

a. Interview, which is getting information by asking directly to the respondent (Singarimbun & Effendi, 1995: 192). In this case the data was obtained by conducting interviews with the leadership, section heads, several employees to obtain the desired information.

b. Observation, namely making direct observations of daily activities, the environment and work facilities related to this writing.

c. Questionnaire, namely data collection is done through a list of statements prepared for each respondent.

Simple linear regression analysis is based on a functional or casual relationship of an independent variable with one dependent variable. The general equation for simple linear regression according to Sugiyono (2009;270) is as follows:

$$Y = a + bx$$

3. Hasil Penelitian dan Pembahasan

a. Uji Validitas

The questionnaire is said to be valid if the questions contained in the questionnaire are able to reveal something that is measured by the questionnaire. The test results through the IBM SPSS 23 program on the research instrument.

Tabel 9

Hasil Uji Validitas

VARIABEL		r Hitung	r Tabel	KET.
GENDER (X)	Indikator X.1	0,535	0,196	Valid
	Indikator X.2	0,623	0,196	Valid
	Indikator X.3	0,642	0,196	Valid
	Indikator X.4	0,558	0,196	Valid
KINERJA (Y)	Indikator Y.1	0,625	0,196	Valid
	Indikator Y.2	0,674	0,196	Valid
	Indikator Y.3	0,799	0,196	Valid
	Indikator Y.4	0,717	0,196	Valid
	Indikator Y.5	0,590	0,196	Valid
	Indikator Y.6	0,570	0,196	Valid
	Indikator Y.7	0,703	0,196	Valid
	Indikator Y.8	0,457	0,196	Valid

Source: Primary Data Processing Results (IBM SPSS 23), 2020

Table 9 above shows that the value of r Count for each indicator of the Gender and Performance variable is greater than the value of r Table (r Count > r Table). Thus the indicator or questionnaire used by each gender and performance variable is declared valid to be used as a variable measuring instrument.

b. Uji Reliabilitas

The reliability test is used to determine whether the indicators used are reliable or reliable as a variable measuring instrument, if the value of Cronbach's alpha (α) of a variable 0.60 then the indicator used by the variable is reliable, while the value of Cronbach's alpha (α)) a variable < 0.60 then the indicator used by that variable is not reliable. The results of the reliability test are as follows:

Tabel 10

Hasil Uji Reliabilitas

VARIABEL	CRONBACH ALPHA	STANDAR RELIABILITAS	KETERANGAN
Gender	0,905	0,60	Reliabel
Kinerja	0,881	0,60	Reliabel

Sumber : Hasil Pengolahan Data Primer (IBM SPSS 22), 2020

Based on Table 10, the results of the reliability test show that the Cronbach's alpha value of all variables is above 0.60, so it can be concluded that the indicators used by the Gender and Performance variables can be

trusted or reliable to be used as a variable measuring instrument.

4. Simple Linear Regression Analysis

The role of human resources in the management of an organization is needed by every company, because without the human resources, all activities carried out will not be carried out as planned. Therefore, human resources play a role in employee performance. it is necessary to do a regression analysis, where the regression analysis is intended to measure how much influence there is between gender and employee performance.

In relation to the description above, the results of the processed regression data can be presented which can be seen in table 11 as follows:

Tabel 11

Simple Linear Regression Analysis

Coefficients[a]

		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta		
1	(Constant)	14.509	1.794		7.464	.000
	Gender	.455	.063	.851	8.786	.000
	R = 0,751			Fhit = 75,098		
	R2 = 0,564			Sig = 0,000		

a. Dependent Variable: Employee Performance
Source: Data processed with SPSS version 17

Based on Table 11, namely the results of the regression coefficients processed using SPSS version 17, it can be presented an interpretation of the regression coefficients as follows:

bo = 14,509 which is interpreted as follows that without taking into account the gender variable, the employee performance value is 14.509 (scale unit).

b1 = 0.455 which means that if Gender (Female) is increased by 1 scale unit then employee performance will also increase by 0.455 (scale unit).

Then the correlation between gender and employee performance will be presented, then the R, R2 values obtained by using SPSS version 17 will be presented as follows:

R = 0.751

R2 = 0.564

Interpretation (its economic meaning)

R = 0.751 which means that there is a strong relationship between gender and employee performance

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because it has a positive correlation value and is close to 1.

R2 = 0.564 which means that 56.40% is influenced by the gender variable, while the remaining 43.6% is influenced by other factors not examined in this study.

In relation to the description above, it can be said that there is a significant relationship between the Gender variable and employee performance. This can be proven by the value of sig = 0.000 and Fcount 75.098 > Ftable 3.156, so it can be said that there is a significant relationship between gender and employee performance because it has a sig value of less than 0.05.

C. Discussion

From the results of the regression analysis conducted, it shows that gender has a significant effect on employee performance at PT. Taspen Indonesia (Persero) Makassar Main Branch, this can be seen from the regression coefficient value of 0.455 with tcount = 8,666, as well as the Fcount = 75,098 and the sign value of 0.000. This can be interpreted that the higher the level of Gender (Women) it will be able to improve employee performance, especially at PT. Taspen Indonesia (Persero) Makassar Main Branch.

The justification considers theoretical and empirical studies. Theoretically, gender is an inherent trait of men and women who are socially and culturally constructed. Women generally have a level of judgment in decision-making and information in the company. Decision making must be supported by adequate information. Men in processing this information usually do not use all the available information so that the decisions taken are less comprehensive and the quality of their work is not good. As for women, they tend to be more careful in processing information by using more complete information and re-evaluating the information and not giving up easily (Meyer & Levy in Jamilah (2007).

Women are relatively more efficient than men in getting access to information. In addition, women also have a sharper memory of new information than men and thus the ability to process information more carefully so that they make more informed decisions than men. Employee performance is very important because with high employee performance it will support the achievement of company goals.

Empirically the results of this study are consistent with research conducted by Wibawa (2010), which states that gender has a significant effect on employee Kiernaj. This study is in line with research conducted by Kusumayanti (2013), which states that there is a positive and significant influence between gender on employee performance.

Based on the results of research analysis regarding the influence of gender on employee performance at PT. Taspen Indonesia (Persero) Makassar Main Branch, it can be concluded that the results of the regression analysis conducted indicate that gender has a significant effect on employee performance at PT. Taspen Indonesia (Persero) Makassar Main Branch, this can be seen from the regression coefficient value of 0.455 with tcount = 8,666, as well as the Fcount = 75,098 and the sign value of 0.000.

Based on the results of the conclusions that have been stated above, the suggestions can be presented as follows: It is better for decision making to be given to women, because women in general have a level of consideration in decision making and information in the company. women in processing information tend to be more thorough by using more complete information and re-evaluating the information and not giving up easily so that it will improve the performance of the company PT. Taspen Indonesia (Persero) Makassar Main Branch

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