

The Influence of Organizational Commitment on the Performance of Nias Regency Food Security Agriculture and Fisheries Service Employees

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ABSTRACT

This research aims to investigate the influence of organizational commitment on the performance of employees of the Nias Regency Food Security, Agriculture and Fisheries Service. Organizational commitment is a key factor in understanding the level of employee engagement and productivity in a government organization. This study involved employees of the Nias Regency Food Security, Agriculture, and Fisheries Service as respondents. This research uses a survey method by distributing questionnaires to randomly selected respondents. This questionnaire includes questions about the level of organizational commitment and employee performance. The collected data is then analyzed using appropriate statistical methods. The results of this research show that there is a significant positive influence between organizational commitment and the performance of employees of the Nias Regency Food Security, Agriculture, and Fisheries Service. This means that the higher the level of organizational commitment that employees have, the better their performance in carrying out their duties. This research has important implications for the management of the Nias Regency Food Security, Agriculture, and Fisheries Service in improving the performance of their employees. By strengthening organizational commitment, they can motivate employees to work more effectively and efficiently in carrying out food security, agriculture, and fisheries tasks.

Keywords: *organizational commitment, employee performance, Food Security, Agriculture and Fisheries Service, Nias Regency*

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1. INTRODUCTION

Organizational commitment has become the subject of quite interesting research in the management and human resources literature. Previous research shows that organizational commitment can have a positive impact on employee performance. Employees who have a high level of commitment tend to be more loyal to the organization, more enthusiastic to work hard, and more likely to remain employed for a longer period[1]. Therefore, understanding the extent to which organizational commitment influences employee performance in the context of the Nias Regency Food Security, Agriculture, and Fisheries Service is important. Organizational commitment is a person's attitude or form of behavior towards an organization in the form of loyalty and achievement of the organization's vision, mission, and goals[2]–[4].

Nias Regency, as one of the regions in Indonesia, has special challenges and tasks in maintaining food security, developing the agricultural sector, and increasing fisheries productivity. The quality of performance of Nias Regency Food Security, Agriculture, and Fisheries Service employees can influence the region's ability to achieve its goals in these areas. Therefore, it is important to understand the relationship between organizational commitment and employee performance in this context. The Nias Regency Agriculture and Food Security Service faces problems related to organizational commitment, namely: a) not all employees have high work commitment, b) not all employees are able to quickly complete work according to the targets that have been set. Supervision can generally be defined as a way for an organization to realize effective and efficient performance, and further support the realization of the organization's vision and mission. The Nias Regency Food Security, Agriculture and Fisheries Service was formed based on Nias Regency Regional Regulation Number 2 of 2021 concerning the Formation and Structure of Nias Regency Regional Apparatus. Previously the name of this regional apparatus was the Nias Regency Agriculture and Food Security Service. This service is led by a Head of Service who is located below and is responsible to the Regent of Nias through the Regional Secretary. The Head of Service is tasked with



assisting the Nias Regent in carrying out government affairs in the areas of food security, agriculture and fisheries which are the regional authority and assistance tasks given to Nias Regency.

Joint supervision can have a significant influence on apparatus performance (Frisusmita, 2016). Problems related to monitoring the performance of employees of the Nias Regency Agriculture and Food Security Service are: a) not all employees follow the rules for entering and leaving the office, as in the data in table 1.2, recapitulation of employee attendance, b) performance indicators that have been determined through a performance agreement Every year the target is not achieved.

According to [5] states that organizational commitment is an attitude that reflects employee loyalty to the organization and a continuous process in which organizational members express their attention to the organization and its success and sustainable progress. Organizational commitment is defined as the desire of some workers to remain members of the organization [6], [7]. Organizational commitment influences whether workers remain as members of the organization or leave the organization to look for new jobs. In this case turnover occurs. It is important Please note that turnover can be voluntary or involuntary [8]. Voluntary turnover occurs when workers themselves decide to leave, while involuntary turnover occurs when workers are fired by the organization for various reasons. According [9], organizational commitment is an attitude that reflects the extent to which an individual recognizes and is attached to his or her organization. An individual who has high commitment will likely see himself as a true member of the organization, stated that organizational commitment is an agreement to do something for oneself, another individual, group or organization.

In the context of government organizations, such as the Nias Regency Food Security, Agriculture, and Fisheries Service, factors that influence employee performance have a very important role in achieving the institution's goals and tasks. One factor that is considered to have a significant impact on employee performance is organizational commitment. Organizational commitment refers to the level of employee attachment and dedication to the organization where they work. The level of organizational commitment can influence the extent to which employees are engaged in their tasks, their productivity, and their ability to achieve organizational goals.

2. RESEARCH METHODOLOGY

Research is a process of activity in the context of seeking, and knowing, to discover knowledge in a scientific and systematically arranged manner. The type of research used is quantitative research [10]. Quantitative research is research whose data is in the form of numbers obtained from respondents. The population in this study were all 65 employees of the Nias Regency Food Security, Agriculture, and Fisheries Service. In this research, data collection was carried out by distributing questionnaires to respondents. This questionnaire statement was first tested for feasibility using a Validity and Reliability Test. The data source in this test was taken from the results of distributing questionnaires to some or all respondents in the same service in different districts/cities, namely the Food Security and Agriculture Service of Gunungsitoli City, with a total of 30 respondents. In this research, valid and reliable questionnaire statements were distributed again to samples at the research location with a predetermined sample size. The research location is the Nias Regency Food Security, Agriculture and Fisheries Service, with a frequency of one data collection [11], [12].

In this research, the analytical method used is a quantitative descriptive method. This is based on concluding the results of data processing. To analyze the strength of the relationship between variables. In this research, the analytical method used is a quantitative descriptive method. This is based on drawing conclusions from the results of data processing. To analyze the strength of the relationship between variable. The research was conducted using a questionnaire data collection method as a measurement scale for research variables. Questionnaire data was used to collect data on employees of the Nias Regency Food Security, Agriculture and Fisheries Service.

3. RESEARCH RESULTS

Based on the responses of 65 respondents who gave their answers, it can be seen that the respondents' answers to the Organizational Commitment variable indicator can be seen in the table below:

Table 1 Recapitulation of Respondents' Answers According to Variable X2 Answers (Organizational Commitment)

| No | Statement | Score | | | | | | Amount | Mean | Note. |
|---|-----------|-------|-----|-----|-----|-----|-----------|--------|------|-------|
| | | SS | S | N | T.S | STS | No answer | | | |
| 1 | 1 | 39 | 9 | 14 | 3 | 0 | 0 | 65 | 4.29 | SS |
| | | 60% | 14% | 21% | 5% | 0% | 0% | 100% | | |
| 2 | 2 | 32 | 22 | 6 | 5 | 0 | 0 | 65 | 4.25 | SS |
| | | 49% | 34% | 9% | 8% | 0% | 0% | 100% | | |
| 3 | 3 | 40 | 11 | 10 | 4 | 0 | 0 | 65 | 4.34 | SS |
| | | 62% | 17% | 15% | 6% | 0% | 0% | 100% | | |
| 4 | 4 | 36 | 15 | 11 | 3 | 0 | 0 | 65 | 4.29 | SS |
| | | 55% | 23% | 17% | 5% | 0% | 0% | 100% | | |
| 5 | 5 | 20 | 19 | 16 | 10 | 0 | 0 | 65 | 3.78 | S |
| | | 31% | 29% | 25% | 15% | 0% | 0% | 100% | | |
| 6 | 6 | 26 | 13 | 19 | 7 | 0 | 0 | 65 | 3.89 | S |
| | | 40% | 20% | 29% | 11% | 0% | 0% | 100% | | |
| 7 | 7 | 26 | 13 | 20 | 6 | 0 | 0 | 65 | 3.91 | S |
| | | 40% | 20% | 31% | 9% | 0% | 0% | 100% | | |
| 8 | 8 | 33 | 14 | 16 | 2 | 0 | 0 | 65 | 4.20 | SS |
| | | 51% | 22% | 24% | 3% | 0% | 0% | 100% | | |
| 9 | 9 | 22 | 16 | 19 | 8 | 0 | 0 | 65 | 3.80 | S |
| | | 34% | 25% | 29% | 12% | 0% | 0% | 100% | | |
| Average Organizational Commitment Variable (X2) | | | | | | | | 4.08 | S | |

Source: Author's preparation, 2022

Based on the table above, the results of the Organizational Commitment indicator are as follows:

- Statement 1 (I am proud to be part of this organization) was answered by respondents with 60% strongly agree, 14% agree, 22% neutral, 5% disagree and 0% strongly disagree. This shows that employees are proud to be part of this organization.
- Statement 2 (I have the will to strive to achieve organizational goals) was answered by respondents with 49% strongly agree, 34% agree, 9% neutral, 8% disagree and 0% strongly disagree. This shows that employees have the will to strive to achieve organizational goals.
- Statement 3 (For me loyalty is important, so I must work well) was answered by respondents with 62% strongly agree, 17% agree, 15% neutral, 6% disagree and 0% strongly disagree. This shows that employees feel loyalty is important so they must work well.
- Statement 4 (I desire to be loyal to this organization) was answered by respondents with 55% strongly agree, 23% agree, 17% neutral, 5% disagree and 0% strongly disagree. This shows that employees want to be loyal to this organization.
- Statement 5 (I give my all to work for the progress of this organization) was answered by respondents with 31% strongly agree, 29% agree, 25% neutral, 15% disagree and 0% strongly disagree. This shows that employees give their all to work for the progress of this organization.
- Statement 6 (I find a match between the values that I hold and the values that exist in this organization) was answered by respondents with 40% strongly agree, 20% agree, 29% neutral, 11% disagree, and strongly disagree 0%. This shows that employees are trying to find a match between the values that employees hold and the values that exist in this organization.
- Statement 7 (I feel happy to spend the rest of my career working in this organization) was answered by respondents with 40% strongly agree, 20% agree, 31% neutral, 9% disagree and 0% strongly

disagree. This shows that employees feel happy to spend the rest of their careers working in this organization.

8. Statement 8 (For me this organization has a very big meaning) was answered by respondents with 51% strongly agree, 22% agree, 25% neutral, 3% disagree and 0% strongly disagree. This shows that employees have a sense that this organization means a lot.
9. Statement 9 (I feel happy and proud to work in this organization) was answered by respondents with 34% strongly agree, 25% agree, 29% neutral, 12% disagree and 0% strongly disagree. This shows that employees feel happy and proud to work in this organization.

Commitment in an organization can be interpreted as the attitude or behavior a person displays towards an organization by proving loyalty to achieving the organization's vision, mission, values, and goals. This loyalty is formed because of mutual trust, emotional closeness, and alignment of expectations between members and the organization. Therefore, a member has a strong desire to remain the most important part of the organization. According to Kaswan (2017), "Organizational commitment is a measure of an employee's willingness to stay with a company in the future." Commitment reflects employees' belief in the mission and goals of the organization, willingness to make efforts to complete the work, and the desire to always work there.[10]

Furthermore, the results of multiple regression analysis using the SPSS 24.0 program are as follows:

Table 2 Multiple Linear Regression (F Test)

| ANOVA ^a | | | | | | |
|--|------------|----------------|----|-------------|--------|-------------------|
| Model | | Sum of Squares | Df | Mean Square | F | Sig. |
| 1 | Regression | 4751.002 | 3 | 1583.667 | 26.554 | .000 ^b |
| | Residual | 3637.982 | 61 | 59.639 | | |
| | Total | 8388.985 | 64 | | | |
| a. Dependent Variable: Employee Performance | | | | | | |
| b. Predictors: (Constant), Supervision, Organizational Commitment, Transformational Leadership | | | | | | |

Based on table 4.22 above, it can be explained that $F_{count} = 26.554$ and the significant value is $0.000 < 0.05$. This means that the alternative hypothesis (H_a) which says "Transformational Leadership, Organizational Commitment and Supervision have a significant effect on Employee Performance" is declared accepted and conversely the null hypothesis (H_0) is declared rejected.

Furthermore, in table 4.20 it can also be concluded that the partial tests of X_1 on Y , X_2 on Y and X_3 on Y have a significant influence, this can be explained from the resulting significant value of less than 0.05. From the results of the analysis, it was found that the respondents' responses on average had a positive effect on the organizational commitment variable of 30.2%. This can be determined based on the R Square value of 0.302 and is significant for employee performance at the Nias Regency Food Security, Agriculture and Fisheries Service. High commitment from employees means employee performance will increase so that the goals set are achieved. This is also in line with the results of Renita Angraini's (2020) research on the Influence of Organizational Commitment on Employee Performance in the Enrekang Regency Regional Personnel and Training Agency, it was found that organizational commitment has a positive effect on employee performance, the higher the employee's commitment, the higher their performance will be.

The calculation results show that the correlation coefficient (R) is 0.753. This illustrates that there is an indication of a fairly strong positive relationship between the independent variable Organizational Commitment together with the dependent variable (Performance) in the Nias Regency Food Security, Agriculture and Fisheries Service. The influence of the variables transformational leadership, organizational commitment, and supervision together on employee performance is 0.566, this means that these three variables together can have an influence of 56.6% on performance and the rest is influenced by other variables that were not discussed in the research.

4. CONCLUSION

this research delves into the relationship between organizational commitment and employee performance within the context of the Nias Regency Food Security, Agriculture, and Fisheries Service. The study, conducted through a survey method involving randomly selected respondents, reveals a significant positive correlation between organizational commitment and employee performance. The findings suggest that higher levels of organizational commitment among employees lead to improved performance in fulfilling their duties. This outcome emphasizes the pivotal role of organizational commitment in enhancing employee engagement and productivity within a government organization. The implications of this research are noteworthy for the management of the Nias Regency Food Security, Agriculture, and Fisheries Service. Strengthening organizational commitment emerges as a strategic approach to motivating employees, thereby fostering more effective and efficient execution of tasks related to food security, agriculture, and fisheries. Ultimately, the study underscores the importance of considering

and nurturing organizational commitment as a key factor in optimizing the performance of government employees in this sector. This article concludes that partially Organizational Commitment has a positive effect of 30.2%, this is based on an R Square value of 0.302 and is significant for employee performance at the Nias Regency Food Security, Agriculture, and Fisheries Service.

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