



Analysis of position promotion that influence employee employee at the department of investment and one door integrated missioning services, simalungun regency

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ABSTRACT

The role of local government in facilitating the development of investment is needed to create efficiency and a climate conducive to investment. These efforts cannot be separated from the role of the One-Stop Investment and Integrated Services Service (DPMPSTP) to continue to make strategies through new innovations in improving licensing and investment services. From the results of the partial research on promotion variables, it can be seen that the indicator that has the most dominant influence on employee morale at the Investment and One-Stop Integrated Licensing Service Office, Simalungun Regency, Simalungun Regency is work performance (X 2). So the hypothesis that says there is a significant influence simultaneously on the promotion variable which includes the availability of experience (X 1), work performance (X 2), responsibility (X 3), initiative (X 4), sociability (X 5), on morale employee work at the Simalungun District One Integrated Investment and Licensing Services Service is acceptable.

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INTRODUCTION

Human resources are a very valuable asset in an advancement of science, development and technology. Therefore, in today's era, it demands competent human resources who contribute to the achievement of organizational goals and have the enthusiasm to work to increase work productivity or achieve organizational goals.

In running an organization or company management is required by applying effective and efficient management concepts and techniques to achieve goals. Many ways and efforts are made so that the goals of the organization or company can be achieved. There are organizations or companies trying to give a separate award to repay the services or efforts that have been made by their employees so that the organization or company gets optimal benefits. For example, giving bonuses, awards or promotions to employees who excel. Promotion is an opportunity to develop and advance which can encourage employees to be better or more enthusiastic about doing a job in an organizational or corporate environment. With a promotional target, employees will certainly feel valued, cared for, needed and recognized for their ability to work by the management of the

organization or company so that they will produce high output and will increase loyalty to the organization or company. Therefore, leaders must realize the importance of promotion in increasing morale which must be considered, then the organization or company will avoid problems that hinder increasing output and can harm the organization or company such as: dissatisfaction, complaints, lack of morale, decreased work discipline, high absenteeism or even strike problems. Promotion is an opportunity to develop and advance which can encourage employees to be better or more enthusiastic about doing a job in an organizational or corporate environment. With a promotional target, employees will certainly feel valued, cared for, needed and recognized for their ability to work by the management of the organization or company so that they will produce high output and will increase loyalty to the organization or company.

Therefore, leaders must realize the importance of promotion in increasing morale which must be considered, then the organization or company will avoid problems that hinder increasing output and can harm the organization or company such as: dissatisfaction, complaints, lack of morale, decreased work discipline, high absenteeism or even strike problems.

Definition of Human Resource Management, Human Resource Management is one of the most important branches of management in addition to other branches of management, such as financial management, production management, marketing management and so on. Human resource management is management that specializes in the field of labor or staffing.

The definition of human resource management consists of two sentences, namely, management and human resources. According to M. Manullang (2002:2), Management is an art, so that human resource management can be interpreted as the art and science of planning, organizing, preparing, directing and supervising human resources to achieve the goals set beforehand.

Job Promotion, Chance For proceed in something organization often called promotion Lots employee who has knowledge, skills, prowess sufficient, however _ Not yet do his job in accordance with what is expected. this _ because lack of motivation or Already duly employee promoted For obtain more duties and responsibilities _ big, if He show his abilities and skills For more answers _ high. this _ means employee the lifted to more position _ tall in something organization. For more he explained about understanding promotion so writer quote a number of expert opinion: _

According to Sincere Agus (2002:152), that promotion is change position to more top, usually involve not quite enough answer more _ big, and tasks different compared to with position before. Furthermore Handoko (2004-68), said promotion is change position from position beginning to more positions _ tall contain not quite enough more responsibility and power _ big.

Spirit Work, Everyone's prosperity depends on his ability to earn for himself and for his whole family, so the level of prosperity can be increased by increasing morale. According to Muchdarsyah Sinungan (2005:34), states that morale is an achievement of goals or maximum results, according to a predetermined standard of time. This work spirit can be felt by the company, namely the faster the work of the office is carried out and the more regular the rotation and sequence of work in all company activities and there are no obstacles so that the management sequences are clearer and there is no going back and forth between employees and the public carrying out transactions

RESEARCH METHOD

This research was conducted at the Office of the Investment Service and One-Stop Integrated Licensing Service, Simalungun Regency, which is domiciled in Raya (Simalungun Regency Office Complex). As for this study, the population used was all employees who worked at the Office of the Investment Service and One-Stop Integrated Licensing Services in Simalungun Regency. But if the number of subjects is large, it can be taken between 10-15% or more. The sample in this study amounted to 51 respondents.

RESULTS AND DISCUSSIONS

In the statement of the level of attendance of the variable morale, as many as 5 people (17%) stated that they strongly agreed, as many as 10 people (35%) agreed, as many as 4 people (15%) stated that they quite agreed, as many as 6 people (22%) stated that they did not agree and as many as 3 people (11%) stated strongly disagree.

In the work discipline statement of the work spirit variable as many as 9 people (33%) stated that they strongly agreed, as many as 12 people (42%) agreed, as many as 4 people (15%) stated that they quite agreed, as many as 2 people (7%) stated that they did not agree and as much as 1 person (3%) stated strongly disagree. In the productivity statement of the work spirit variable, as many as 4 people (15%) stated that they strongly agreed, as many as 10 people (35%) agreed, as many as 5 people (17%) stated that they quite agreed and as many as 9 people (33%) stated that they did not agree. In the statement on the timeliness of the morale variable, as many as 1 person (3%) stated that they strongly agreed, as many as 11 people (39%) agreed, as many as 8 people (30%) stated that they quite agreed, as many as 5 people (17%) stated that they did not agree, as many as 3 people (11%) stated that they strongly disagreed.

CONCLUSION

Based on the discussion above, it can be concluded as follows: From the simultaneous test results, it was found that the five promotion variables jointly affect work enthusiasm at the Investment Service and One-Stop Integrated Licensing Service, Simalungun Regency. So the hypothesis that says there is a significant influence simultaneously on the promotion variable which includes the availability of experience (X 1), work performance (X 2), responsibility (X 3), initiative (X 4), sociability (X 5), on morale employee work at the Simalungun District One Integrated Investment and Licensing Services Service is acceptable. From the results of the partial research on promotion variables, it can be seen that the indicator that has the most dominant influence on employee morale at the Investment and One-Stop Integrated Licensing Service Office, Simalungun Regency, Simalungun Regency is work performance (X 2).

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