5.INTEGRITY INFLUENCE ON JOB SATISFACTION AND ITS IMPLICATIONS ON COMMISSIONERS' PERFORMANCE OF GENERAL ELECTION COMMISSION (KPU) IN WEST JAVA PROVINCE

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INTEGRITY INFLUENCE ON JOB SATISFACTION AND ITS IMPLICATIONS ON COMMISSIONERS' PERFORMANCE OF GENERAL ELECTION COMMISSION (KPU) IN WEST JAVA PROVINCE

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ABSTRACT

The aim is to examine the effect of the Integrity on Job Satisfaction and their impact on Commissioner's Performance. Preliminary research shows the poor performance of Commissioner's Performance of the General Election Commission (KPU) of West Java Province, Indonesia. The survey was conducted on 101 respondents consist of commissioner of the General Elections Commission at the district/city level in West Java Province, Indonesia. Data were collected using a questionnaire and data analysis to test the t-test used. The analysis uses partial regression and hypothesis testing using a t-test. All analyzes use statistical tools using Statistical Package for Social Science (SPSS). The results show that the direction of effects of the Integrity (X) on Employee Competency (Y) is positive. Obtained p-value of 0,000 so that the p-value <α = 0.05. That the total effect of Job Satisfaction (Y) on Commissioner's Performance (Z) is .691 or 69.1%. While the remaining 36.7% is the influence of other factors beyond Job Satisfaction. The results showed that the Integrity plays an important role in realizing Job Satisfaction and providing optimal Commissioner's Performance.

Keywords: Integrity; Job Satisfaction; Commissioner's Performance

I. INTRODUCTION

Indonesia through the 1945 Constitution expressly declares itself as a unitary state in the form of a republic with sovereignty in the hands of the people and implemented according to the Constitution, (Article 1 paragraph (1) and (2) of the 1945 Constitution of the Republic of Indonesia) . In order to carry out the mandate of the people's sovereignty, the 1945 Constitution then describes it in various state institutions that can represent the people. To be able to choose representatives who run the government, a mechanism is needed that guarantees the aspirations of the people without exception. The mechanism mandated by the 1945 Constitution to guarantee this is a general election.

As mandated by the 1945 Constitution, general elections in Indonesia aim to elect members of the People's Representative Council, Regional Representative Council, President and Vice President, and Regional People's Representative Council. It also stipulates that the ELECTION to elect members of the DPR and DPRD is a political party while the DPD is followed by individuals. To carry out general elections, the constitution mandates it to be a general election commission that is national, permanent and independent. This is translated as the General Election Commission, which is abbreviated as KPU, (Article 22 E of the 1945 Amendment of the 1945 Constitution of the Republic of Indonesia).

The General Election Commission itself is the name given by the Law on General Elections to the ELECTION organizing agency. In Article 22E of the 1945 Constitution itself, the name of the organizer does not necessarily have to be the General Election Commission or KPU (Jimly Assiddiqie, 2006). The post-reform election or rather the 1999 election was the second milestone after the 1955 election which was declared the most democratic election throughout Indonesia.

Previously, in 1955, the ELECTION that took place could also be said to be democratic. Many political observers argue that the 1955 General Elections were held democratically by fulfilling the principles of LUBER (direct, public, free, and confidential) and Jurdil (honest and fair), while the New Order era elections could be said to be fictitious and less democratic because the winners of the General Elections were predictable. the result. The 1999 election was the second milestone in a more open democracy because of the freedom to party, which can be seen from the large number of parties participating in the election and many political observers who argued that the 1999 general election took place in a LUBER and Jurdil manner.

The performance quality of the General Elections Commission Institution is strongly influenced by the performance of its commissioners as leaders of the organization's wheels in achieving organizational goals. To make the performance of the commissioners as expected by the ELECTION Law, of course, it will be influenced by the quality of the satisfaction of the commissioners in their work. Meanwhile, to achieve job satisfaction, it must be supported by strong integrity in carrying out its duties.

The following is a preliminary survey of KPU commissioners in West Java Province, which shows the percentage of performance is not optimal, so it can be said that the integrity control, job satisfaction and performance of KPU commissioners are not optimal in Table 1.

Tabel 1: Preliminary Survey

	SB	B	KB	TB	STB	Total
			Integrity			
Frequency	36	48	23	13	0	120
Score	180	192	69	26	0	467
Presentage	38.54	41.11	14.78	5.57	.00	100.00
			Job Satisfaction			
Frequency	27	45	32	15	1	120
Score	135	180	96	30	1	442
Presentage	30.54	40.72	21.72	6.79	.23	100.00
			Commissioner's Performance			
Frequency	35	55	39	21	0	150
Score	175	220	117	42	0	554
Presentage	31.59	39.71	21.12	7.58	.00	100.00

Source: Processed data 2024
Information: SB: Very Good, B: Good, KB: Less Good, TB: Not Good, STB: Very Unkind Data Processed from Questionnaire.

Previous studies relating to the Integrity on Job satisfaction. This study tried to find its impact on performance.

II. MATERIALS AND METHOD

Materials :

Integrity

According to Jamiah Manap et.al (2005) Integrity is knowledge, awareness, understanding and upholding values consistently accompanied by full commitment to these values in every word and action to achieve personal and organizational excellence. (Integrity is knowledge, awareness,

understanding and holding fast to the values are consistently accompanied by a full commitment to those values in every word and action to achieve personal and organizational excellence).

Paul J. Meyer (2009) states that "integrity is real and affordable and includes traits such as: responsible, honest, true to words, and loyal. So, when talking about integrity, it is never separated from a person's personality and character, namely traits such as: trustworthy, commitment, responsibility, honesty, truth, and loyalty. Butler in Anggara Wisesa (2011:48) conceptualizes "integrity as a reputation, in the context of an organization someone can be trusted because of his honesty."

Job Satisfaction

Job satisfaction is a general attitude towards a person's work that shows the difference between the number of awards workers receive and the amount they believe they should receive (Robbin, 2011:78). Luthans (2006:243) in his book Organizational Behavior cites Locke's opinion that job satisfaction is a positive emotional state of a person resulting from an appreciation for the work he has done. It is said further that job satisfaction is the result of a person's achievement of how well his job provides something useful for him. Locke (Luthans, 2006) provides a comprehensive definition of job satisfaction which includes reactions or cognitive, affective, and evaluative and states that job satisfaction is "a happy emotional state or positive emotion that comes from evaluating a person's job or work experience."

Commissioner's Performance

Mitchelle and Larson (2008) explain that employee performance shows an outcome of behavior that is assessed by several criteria or quality standards of work results. Quality issues are related to the good or bad results done by employees. If the employee's behavior provides work results that are in accordance with the standards or criteria set by the organization, the employee's performance is classified as good, and vice versa if the employee's behavior provides work results that are less or not in accordance with the standards set by the organization, then the employee's performance is not good. According to Furtwengler (2005) performance is seen from ha! speed, quality, service and value, meaning speed in work processes that have reliable quality and good service and have value in achieving good performance.

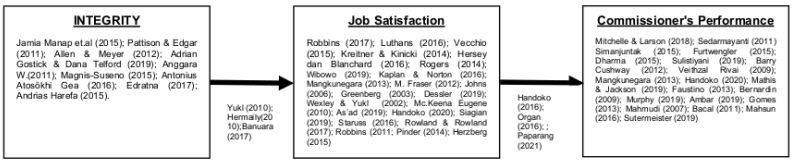

Fig. 1. Research Framework

Methods:

This method uses analytical surveys and questionnaires as primary data collection tools. All respondents are commissioner of the General Elections Commission at the district/city level in West Java Province. List of questions shared to 101 respondents. These questions cover 13 dimensions, with 3 variables consist of 58 statements , namely: Integrity, Job Satisfaction and Commissioner's Performance. This study uses "perfect" and a "terrible" five-point scale to examine participants respond to questionnaire questions. a list of questions testing to obtain validity and reliability. Analysis using partial regression and hypothesis testing using t test. All analyzes using statistical tools using Statistical Social Science Package (SPSS). Quantitative research methods require the

formulation of narrow questions, numerical data collection, and the use of statistical analysis to determine the relationship between variables in an unbiased way) (Creswell in Zulkarnaen, W., et al. 2020:2475)

III. RESULTS AND DISCUSSION

Validity and Reliability Test:
Validity Recapitulation is shown in Table 2.

Tabel 2: Recapitulation Validity of Test Result

Corrected Item			
Variables/Items	**Validity coefficient**	**r-critical**	**Explanation**
INTEGRITY			
X1	.861	.300	Valid
X2	.945	.300	Valid
X3	.930	.300	Valid
X4	.932	.300	Valid
X5	.938	.300	Valid
X6	.933	.300	Valid
X7	.926	.300	Valid
X8	.937	.300	Valid
X9	.374	.300	Valid
X10	.848	.300	Valid
X11	.925	.300	Valid
X12	.800	.300	Valid
X13	.925	.300	Valid
X14	.836	.300	Valid
Job Satisfaction			
Y1	.534	.300	Valid
Y2	.837	.300	Valid
Y3	.387	.300	Valid
Y4	.394	.300	Valid
Y5	.551	.300	Valid
Y6	.654	.300	Valid
Y7	.628	.300	Valid
Y8	.414	.300	Valid
Y9	.535	.300	Valid
Y10	.553	.300	Valid
Y11	.515	.300	Valid
Y12	.689	.300	Valid
Y13	.338	.300	Valid
Y14	.617	.300	Valid
Y15	.615	.300	Valid
Y16	.610	.300	Valid
Y17	.325	.300	Valid
Commissioner's Performance			
Z1	.352	.300	Valid
Z2	.563	.300	Valid
Z3	.339	.300	Valid
Z4	.738	.300	Valid
Z5	.671	.300	Valid
Z6	.908	.300	Valid
Z7	.875	.300	Valid
Z8	.552	.300	Valid
Z9	.689	.300	Valid
Z10	.785	.300	Valid

Z11	.679	.300	Valid
Z12	.576	.300	Valid
Z13	.687	.300	Valid
Z14	.897	.300	Valid
Z15	.876	.300	Valid
Z16	.683	.300	Valid
Z17	.875	.300	Valid
Z18	.806	.300	Valid
Z19	.605	.300	Valid
Z20	.503	.300	Valid
Z21	.862	.300	Valid
Z22	.658	.300	Valid
Z23	.593	.300	Valid
Z24	.703	.300	Valid
Z25	.755	.300	Valid
Z26	.618	.300	Valid
Z27	.750	.300	Valid

Source: Processed data 2024

Tabel 3: Recapitulation Reliability of Test Result.

Variables	**Validity coefficient**	**r-critical**	**Explanation**
	Value		
INTEGRITY	.978	.700	Reliabel
Job Satisfaction	.805	.700	Reliabel
Commissioner's Performance	.963	.700	Reliabel

Source: Processed data 2024

Hypothesis Testing 1

The Integrity Questionnaire, which consists of 14 statements with four dimensions, is declared valid because the validity coefficient value is higher than the r-critical value of 0.300. The questionnaire on Job Satisfaction which consists of 17 statements with four dimensions is declared valid because its validity value is higher than the r-critical value of 0.300. The Commissioner's PERFORMANCE Survey which consists of 27 statements with five dimensions is declared valid because the value of the validity coefficient is higher than the r-critical value of 0.300.

The results of the research instrument reliability test can be seen in Table 3. Based on the reliability test results obtained, the reliability value for the reliability coefficient of the research instrument is more significant than 0.700, which means that all research variables are declared reliable or meet the requirements. Because the validity and reliability test states that all variables are valid and reliable, it means that the instrument (questionnaire) used is accurate and reliable.

H1: Integrity has a significant effect on Job Satisfaction. Based on Table 4, the effect of Integrity (X) on Job Satisfaction (Y) is positive. Obtained a p-value of 0.000 so that the p-value < = 0.05. This means that there is a positive and significant effect of Integrity on Job Satisfaction.

Hypothesis testing 2

H2: There is a significant effect of Job Satisfaction on Commissioner's PERFORMANCE. Table 4 shows that the total effect of Job Satisfaction (Y) on Commissioner's Performance (Z) is 0.691 or 69.1%, while the remaining 30.9% is the influence of other factors outside of Job Satisfaction.

Integrity has a significant effect on Job Satisfaction:

From the results of factor analysis, Integrity has a strong effect on Job Satisfaction. Integrity shows a tendency to increase compliance with the Code of Ethics and Commitment to the organization. The Commissioners of the General Elections Commission need to understand this pattern of change. If the Commissioner's Job Satisfaction increases because he feels comfortable with his job/position in the organization, then the performance will increase in all levels of aspects of work activities.

Variables	Beta	t-Count	P-Value	Label
Integrity ---> Job Satisfaction	.233	3.096	.003	Significant
Job Satisfaction --> Commissioner's Performance	.831	14.874	.000	Significant

Source: Processed data 2024

Integrity describes the behavior of elements involving employees and the success of fair dealings, honesty and reliability in the workplace (Integrity describes the behavior of elements involving employees and the success of fair dealings, honesty and reliability in the workplace) (Mehrabian, 2000).

Yukl (2010:71) defines integrity as a person's behavior consistent with the values attached to him, and the person is honest, ethical and trustworthy. Thus, to get better performance three conditions are needed where job satisfaction, integrity and motivation of health workers are priorities. (Integrity as a person's behavior is consistent with the values attached to them, and that person is honest, ethical and trustworthy. Thus, to get a better performance required three conditions where job satisfaction, integrity and motivation upon health personnel to be a priority)

In other words, Individuals are said to have high integrity when their actions are in accordance with the pure values they hold. (In accordance to that, Individuals are said to have a high integrity when their actions are aligned with the pure values they hold) (Jamiah Manap et.al, 2005).

Job Satisfaction has a significant effect on Commissioner's Performance:

In general, the normative measure used to determine the level of achievement of an organization or organization is by measuring the performance of the organization itself. Organizational performance is a representation of the performance of the commissioner. Organizations with good performance are significantly influenced by the performance of good commissioners.

Job satisfaction in any case is very important because of the tendency to improve employee performance in the organization cannot be achieved without employee job satisfaction. Where the organization must always pay attention to the job satisfaction of its employees because if the employees are satisfied then the organization itself will feel profit. And this is very influential on the goals of the organization. In addition, employees who are satisfied with their work will always have a positive attitude and always have high creativity.

The performance of the commissioner is strongly influenced by the satisfaction of the commissioner in carrying out the work he carries out. This is in accordance with the results of research conducted by Handoko (2010) which states "Employees who get job satisfaction usually have better performance than commissioners who do not get job satisfaction". Meanwhile, Organ (2006) in his research states "Job satisfaction affects performance. assuming that employees will give the best for the organization if they also get the best from the organization where they work.

The performance of the commissioner will increase if the job satisfaction of the commissioner is met. This is in line with the results of research conducted by Bacal, Robert (2011),

namely job satisfaction has a direct effect on improving performance. Employee performance will increase if the satisfaction of the commissioner is met, this is in accordance with the results of research from Morrison (2004), namely employees will give their best if they also get the best from the organization. In research conducted by Robbins (2007), it was found that organizations with satisfied employees tend to be more effective than organizations with unsatisfied employees.

Job satisfaction affects performance (Schab & Cummings, in Johnson Dongoran, 2001). The influence is positive because individuals who are satisfied with their work will be happy to do the work and strive to continuously improve their abilities and skills so that they are more professional in carrying out tasks within the organization which ultimately lead to an increase in the performance in question and the overall performance of the organization.

Based on the results of the research described above, it indicates that increasing job satisfaction will affect the performance of the employee/commissioner in a positive direction, meaning that if the commissioner tends to experience job satisfaction, it is expected that the performance of the commissioner will increase.

IV. FUTURE SCOPE

This research explains the effect of Integrity variables on Job satisfaction and their impact on Commissioner's Performance. In future studies, it will be better if the X variable is developed, so that the research results will be more comprehensive.

V. CONCLUSION

This study aims to determine the effect of the Integrity on Job satisfaction and its impact on Commissioner's Performance at the General Election Commission of West Java Province, Indonesia. Hypothesis testing results indicate that the Integrity has an effect of significant on Job satisfaction and impacts Commissioner's Performance. This result can be interpreted that the Integrity plays an important role in realizing Job satisfaction so that Commissioner's Performance is getting more optimal.

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CONFLICT OF INTEREST

The author declares that there is no conflict of interest of any kind.

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